

SAIRAJ CONSTRUCTIONS

C-2, RICHMOND HILL SAWARKAR NAGAR GANGAPUR ROAD NASHIK M. NO 9423786269

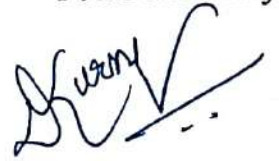
TO WHOMSOEVER IT MAY CONCERN,

This is to certify that Mr. Abhishek Mohan Ayare B.E. Civil completed his degree from Guru Gobind Singh College of Engineering, Nashik, has now just joined for Site Supervisor on my site named as SAIRAJ CONSTRUCTIONS "GURUVANDAN", Aurangabad Road, Nashik from 01st August 2021 to present.

He is learning about Concreting Work & Steel work for footing, beam and column and knowledge of Site Handling.

Date - 21.11.21

Yours Sincerely,



For SAIRAJ CONSTRUCTIONS

Date: May 13, 2021
Offer No : QS2205695

ADITYA ISHWAR BARI

NASHIK 123456
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **ADITYA ISHWAR BARI**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to ULTRATECH CEMENT LTD under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from MAY 17, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from MAY 17, 2021 to MAY 16, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at NASHIK.

POSITION:

You are appointed as LATF.

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Offer No : QS2205695

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QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Employee Signature

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid MAY 16, 2022 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

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Employee Signature

QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

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Employee Signature

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on May 17 2021 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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Employee Signature

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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Employee Signature

Compensation Sheet

Offer No: **QS2205695**
Designation: **LATF**

Associate Name: **ADITYA ISHWAR BARI**
Location: **NASHIK**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12724	152688
House Rent Allowance	5090	61080
Special Allowance	2338	28056
Gross Salary	20152	241824

Employer's Contribution		
Employer_esi	655	7860
Employer Provident Fund	1950	23400
Total Contribution	2605	31260
Cost to Company : (CTC)	22757	273084

Deduction: (Subjected to change)		
Employee Esi	152	1824
Provident Fund	1800	21600
Professional Tax	200	2400

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Total Deduction	2152	25824
Net Take Home	18000	216000

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS2205695

Login Password - password

Transaction password - password

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Employee Signature

DISCLAIMER

To whomsoever it may Concern

I, ADITYA ISHWAR BARI , Offer ID QS2205695, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:

Associate Signature:

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Employee Signature

Sep 09, 2022

OFFER LETTER**Dear Aakash Shivaji Kandekar,**

This is with reference to the discussion that we had with you, we are pleased to offer you the position of Digital Relationship Managerin HDFC securities Ltd.

Grade : Executive
Department : Digital Center - Nashik
Location : DC Nashik

A detailed appointment letter will be issued to you on your joining and completion of procedural formalities. The annual compensation and benefits applicable to you is attached as annexure, you may please go through.

We request you to join us at the earliest but not later than September 13, 2022failing which the offer stands revoked.

On the day of your joining you will be required to provide photocopies of the following documents:

1. Passport Size color photographs (4No.s)
2. Attested copies of Educational/ Professional Qualification degrees (HSC/ Graduation/ PG/ MBA)
3. Proof of Date of Birth
4. ID proof (PAN card, Driving license, Voter ID)
5. Residence proof (Ration card, Voter ID, Electricity bill,etc)
6. Relieving Letter from previous employer

Condition Precedent

1. The organization receiving satisfactory character reference to be suggested by yourself, preferably one referee being a person who has supervised you in a professional capacity at some stage of your career. Additionally, the organization reserves the right to seek references from your current/ previous employer at any stage, subsequent to your acceptance of this offer letter.
2. In case of negative feedback, the company reserves the right to take any strict action against your employment with HDFC securities Ltd.
3. The organization receiving attested copies of all your degree and professional qualification certificates.
4. The organization receiving a satisfactory report of a routine medical examination with your medical center(if applicable)
5. NISM series 8 clearance certificate at the time of joining or within 90 days of joining (if applicable), failure of which the company reserves the right to take any strict action against your employment with HDFC securities Ltd.
6. Subject to successful completion of the training and assessment (if applicable)

Kindly send your acceptance of this offer through a reply to this mail and the contact details of two professional references. You are advised to confirm your acceptance within 3 days of receiving this offer, post which the offer, by design, is withdrawn.

We look forward to your long career with us.

Regards,
Komalben Rohitkumar Ardeshana
Authorized Signatory- HR
HDFC securities Ltd.

Annexure – I				
Name		Aakash Shivaji Kandekar		
Grade		Executive		
Designation		Digital Relationship Manager		
Total CTC (Rs.)		232,000		
N O	Particulars	Heads	Per Month(Rs.)	Per Annum (Rs.)
A	Monthly Components	Basic	3667	44000
		House Rent Allowance	2200	26400
		Medical Allowance	1250	15000
		Conveyance Allowance	0	0
		Supplementary Allowance	8867	106401
	Gross Salary		15,984	191,802
B	Annual Components	ESI (Employer Contribution of 3.25% of monthly gross)		6234
		LTA		0
C	Retiral Benefits	PF (Employer Contribution of 12% of Basic wages)		19848
		Gratuity (4.81% of Basic)		2116
	Gross CTC (D= A+B+C)			219,996
E	Perquisites	Housing Loan Interest Subsidy		0
		Special Allowance		0
F	Premium	Car Allowance		0
		Mediclaime & Personal Accidents Cover Premium		12000
Total Cost To Company				232,000

Notes :

- 1) Group Mediclaim Insurance Cover for self and family as per policy
- 2) Housing Interest Subsidy is eligible only to those who have availed Loan and is applicable post confirmation
- 3) Employee has the option of availing meal coupons to the value of Rs.26,400/- pa from the supplementary allowance.

Komalben Rohitkumar Ardehana

Authorized Signatory- HR

HDFC securities Ltd.

To

HDFC Securities Limited,
I Think Techno Campus,
Building - B, "Alpha",
Office Floor 8,
Mumbai 400042.

Dear Sir/Madam,

Sub: Voluntary submission of Aadhaar for the statutory benefits

I hereby submit voluntarily at my own discretion, a self-attest e-print copy of Aadhaar card as issued by UIDAI, to HDFC Securities Ltd. for the benefits under Provident Fund (PF) contribution/ ESI /Statutory contributions.

The consent and purpose of collecting my Aadhaar number has been explained to me and as informed me that my Aadhaar number submitted to HDFC Securities Ltd herewith shall not be used for any other purpose other than mentioned above.

I hereby declare and affirm the above that all the information voluntarily furnished by me is true, correct and complete.

I will not hold HDFC Securities Ltd. or any of its officials responsible for any consequences arising in case of any aadhaar related information provided by me.

Signature: _____

Name : **Aakash Shivaji Kandekar,**

Enclosure: 1) Self-attested copy of Aadhaar



PROBION TECH

Excellence In Detailing

E-mail : sales@probiontech.com | steel@probiontech.com
Mob.- +91 98236 76669

Ref: HR-F-128-22-01

Date: May 30, 2022

To,
Mr. Amol Kokate
Emp # : 128
PROBION Tech Pvt. Ltd
Nashik

Sub: Performance review and revision of compensation

Dear Sir,

We thank you for the continued support and valuable contributions at PROBION. We are very proud of all our employees, because of your dedication; and the quality of work that we have been producing that has helped us to bid and win projects, we would like to take this opportunity to express our appreciation and commendation for all your passion, commitment and concern to contribute towards the growth of this great organization, our reach and global position is consistently growing and the future looks very bright

We take great pleasure in sharing with you that your compensation stands revised with effect from April 1, 2022 taking into consideration your performance and continuous value added to the company, your gross CTC of Rs 8000 /- per month has been revised to 12500/- per month as position Jr. Detailer as per the annexure-4 attached herewith,

Please see ANNEXURE 1, 2 & 3 attached which clearly defines the rules and regulations of the company which you need to adhere very strictly

The other terms and conditions as per your previous appointment letter not covered in this letter remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discuss to others.

Please acknowledge your acceptance of the revised terms by signing a duplicate copy of this letter.

For PROBION Tech Pvt. Ltd

Authorized Signatory

Received & Accepted

Address - 3rd Floor, N-42, JB-1 / 22 /6, Cidco 4th Scheme, Cidco, Nashik - 422009

ANNEXURE -1
(Rules for General behavior in the office)

- 1) You shall endeavor to uphold the good image of the company and shall not by your conduct adversely affect the reputation of the company and bring disrepute to the company, in any manner whatsoever
- 2) It take great efforts to develop any culture, you should not in any mean spoil office culture by talking negative about the company and colleagues ,If anybody found doing so Management will take strict action against such employee.
- 3) You will be subject to all rules and regulations & policies of the company which may be in force from time to time.
- 4) It is mandatory employee should always carry a company's I-card with him.
- 5) We always expect team work and everybody should help to each other in all respect to complete submission task in stipulated time.
- 6) During the service period, you will not engage yourself, directly or indirectly in other business or work part time or accept any form of employment or contract assignments.
- 7) After the completion of bond period, if a employee wants to quit the job for some reason , he or she will have to give prior notice of 1 months minimum to the company and finish all the work in hand If the employee fails to do so, it will be treated as a breach of contract and subsequent LEGAL action can be taken on the employee as required.

ANNEXURE -2
(Rules for Privilege leave PL, Casual leave CL, and sick leave SL)

Employee is eligible for 7 days Casual Leave, 8 Privilege Leave & 5 Sick Leave (Total 20 Paid Leaves) during the year.(1st January to 31st December).

Privilege leave [PL], 04 leaves will be added in month of January and 04 will be add in Month of June

Casual leave [CL] 03 leaves will be added in month of January and 04 will be add in Month of June

Sick leave [SL] 02 leaves will be added in month of January and 03 will be add in Month of June

- 1) Casual & sick Leaves will get lapsed at every end of Calendar Year and only privilege leaves can be carry forwarded
- 2) Privilege leave can be accumulated up to maximum 15 days and above that will be payed to the employee at rate of Basic salary.
- 3) Maximum 3 Leaves in a month will be approved if exceed than 3 days will be considered LWP and will deducted from salary

ANNEXURE -3
(Rules for office IN / OUT timing)

- 1) Employees should punch the in-time and out-time every time coming and leaving the office
- 2) Employees must follow Office IN timing strictly per their allotted shifts timing
- 3) If there are 3 late coming by 30 Min in a week it will be considered as Half Day Leave

ANNEXURE -4

Pay Structure

Name of Employee :	Amol Kokate
Employee Code:	128
Designation :	Jr. Detailer
Annual CTC (RS) :	150000

Particular	Monthly	Annually
Basic	7500	90000
HRA	3750	45000
Conv	844	10125
Total Gross (A)	12094	145125
Employee Contr. to PF	0	0
Employee Contr. to ESIC	94	1125
Professional TAX	200	2500
Net Salary	11800	141500
Employer Contr. to PF (B)	0	0
Employer Contr. to ESIC (C)	406	4875
Total CTC (A+B+C)	12500	150000

Note :

1) You are eligible for Aatmanirbhar Bharat Rojgar Yojana (ABRY) scheme and Under ABRY, Government of India is crediting for a period of two years both the employees' share (12% of wages) and employers share' (12% of wages) of contribution.

After two years, the employees' share (12% of wages) and employers share' (12% of wages) will deduct from your CTC salary and Your ABRY benefits start from Salary month of Feb-22.

2) As per the policy of Government of India the beneficiary member of ABRY should not member of EPFO before joining of current organization, If EPFO dept found someone was already member of EPFO before joining of current organization.

The organization & EPFO dept will be recover the total amount of beneficial with penalty.



THE
NISARGA
CONSULTANCY

CITY DEVELOPMENT PLAN | WATER SUPPLY SCHEMES | STORM WATER DRAINAGE
UNDERGROUND SEWERAGE SCHEMES | ROAD DEVELOPMENT WORKS | ARCHITECTS

ISO 9001:2015 certified



Date: 13th June 2022

Mrs. Punam Andhale
Flat No B5 Shivneri Apartment
Shahhu Colony Lane No 11
Karvenagar Pune
Contact: 7219100908

Subject: - Offer of Employment.

Dear Mr. Punam,

This refers to your application for employment, subsequent interviews on VC and discussions thereof.

We are pleased to inform you that we have selected you and offering the post of as an **as GTE**, @ of Gross **CTCPA, Rs. 1,56,000/-**.

The Letter of Appointment, providing all the terms and conditions of employment and salary particulars/details will issue to you on your joining.

You can join the services at our Pune Office, latest by **13th June 2022**. The formal Letter of Appointment will be issued to you on the date of joining services. You will undergo Induction -Orientation Program, after joining.

Please sign the duplicate copy of this Offer of Employment, and return it to us towards acceptance of this offer and keep us posted on your relieving from present employment. You are also required to submit the self-attested copies of following documents, before joining our services.

1. Passport size photos 2 nos.
2. SSC/HSC Certificate.
3. Diploma, Degree, Certificate.
4. Any other credential which you wish to share.
5. Copy of Letter of Resignation submitted by you to present Employer, his acknowledgement, communication if any.
6. Address Proof, Pan Card Copy, Adhar Copy.

You can contact Mr. Suraj Patil of Pune Office (Cell No: - 9890584990) for any query/help you requires from Company.

We look forward to your joining, and becoming member of our Parivar, and the long-term mutually beneficial association.

Thanking you,

FOR, NISARGA STHAPATYA PRIVATE LIMITED.

Authorized Signatory.
Mr. Suraj R Patil

ADDRESS :

D-15, 2ND FLOOR, SETHI'S CITY PLAZA, OPP. KALIKA MANDIR,
GADKARI CHOWK, NASHIK - 422002.
PHONE NO. 9689809341/42

FLAT NO A-202, ACME VALENCIA, BUMKAR NAGAR, NARHE,
TAL. HAVELI, PUNE-SATARA ROAD, PUNE -411041
PHONE NO. 8411000058

Email : info@thenisarga.com / nisargacon@gmail.com

Web Site : www.thenisarga.com



Anushka Chavan

Tel: +919082572360

Sub: APPOINTMENT LETTER

Dear Anushka Chavan,

This is with reference to your application and the subsequent interviews with us, we are pleased to offer you the position of "**Associate Consultant**" in Role band "**RB7**" for Sub Practice- "**Procurement**" in our organization at "**Mumbai**". Your date of joining will be "**28-Jul-2021**" on the terms and conditions as indicated in this letter. You are requested to report to office at 10:00 AM on the day of your joining.

Your compensation details are attached in Salary Sheet

1. (a) Your place of operation will be mainly at "**Mumbai**" at the time of joining the organization. However, depending on the project / work where your involvement is continuously required, you may be transferred to any of our other offices, project locations, group companies, client locations, etc. or for deputation to any organization, to be posted at any of their offices, project locations, divisions, departments, etc. at anytime, anywhere in India or abroad. In the event of such a transfer/ deputation, details of the terms and conditions will be communicated to you.
 - (b) The working hours applicable to you will be the same as are observed depending upon your place of posting and can be amended from time to time. Further, you should be prepared to work in any shift, as may be required by the Company's / clients work requirements.
 - (c) This offer is subject to: your acceptance within two days; your medical fitness as certified by Company approved medical practitioner; submission of all your certificates in respect of educational qualifications; age proof and release letter/service certificates from present employer.
 - (d) At any time during the course of your employment with the company, the company is entitled to terminate your employment without notice, if the information provided by you during the selection process is found to be in-correct.
2. (a) Please note that the salary structure of the Company may be altered/modified at the discretion of the management, having regards to market and business needs. Further, salary, allowances and all other payments / benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.
 - (b) Please also note that your remuneration package is strictly confidential between you and the Company and should be so maintained
 - (c) Your remuneration package will be reviewed as per the Company's practice and any increase will depend on the Company's performance and your performance

3. Probation:

Your employment with Bristlecone is deemed to be confirmed after six months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

4. Resignation / Termination / Notice Period from Services:

(a) During your probation, either you or the company may terminate your employment upon giving 30 days' notice. After completion of your probation period, either you or the company may terminate your employment upon giving at least ninety (90) days' written notice. The company may however terminate your employment by giving you salary in lieu of notice. The Company may also terminate your employment with immediate effect for any misconduct.

(b) Skills Enhancement Program (SEP): Performance Improvement Program (PIP) has been renamed Skills Enhancement Program (SEP). Time-line of SEP program is decided based on case-case, with a max of end of project/next momentum (Performance Management) cycle, whichever is earlier

(c) Integrity/Disciplinary Issues: An employee will be released from the organization with immediate effect on account of misconduct, integrity or for any other disciplinary issues.

(d) If you resign within a year of your joining the Company, then the amount paid to you as a joining bonus, relocation expenses, & notice pay buyout at the time of your joining, will be recovered by the Company in Full and Final settlement.

(e) Notice Period:

When an employee resigns voluntarily, you are expected to serve 90 days' notice period from the date entered updated in the Workday and during the probation period you are expected to serve 30 days.

(f) Full and Final Settlement (F&F):

Employee will receive their Resignation Acceptance and Experience Letter on your Last Working Day. Full and Final Settlement of the employee takes place within 45 days of the employee's Last Working Day.

5. The age of Retirement is sixty years. The company will be registering your date of birth as per the documents provided by you i.e. either PAN Card/ Pass Port/ Identity Card at the time of joining.

6. You will be liable for any losses suffered by the Company, due to your negligence, misconduct, willful insubordination or inefficiency. In all or any of such cases your services may get terminated without any notice period.

7. As per the Company's rules you cannot undertake any employment anywhere else, even on part-time basis whether for any consideration or not. Disobeying of this will lead to termination of your services by the Company without any notice period, with no liability on the part of the Company for payment of any compensation in lieu of such notice. You must not be, involved or concerned with or provide service to any other entity, company or person whilst employed by the Company without the prior written consent of the

Company. Unless specifically authorized in writing by the Company, the Employee agrees that he/she will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. The Employee shall also not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

8. The Company rules pertaining to matters such as mentioned above but not limited to designation, working hours, etc. are subject to change without any prior notice.
9. Your address given in the application form will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address you will inform the HR team in writing about the same within 7 days failing which any communication sent to your last recorded address will be deemed to have been, dully served upon you.
10. You will be governed by the Company's rules, regulations and practices as intimated / published in intranet from time to time in respect of matters not covered by this letter of appointment. Company's decisions on all such matters shall be final and binding on you.

You will be governed by the HR policies as published in the intranet of the Company. Any changes will be intimated to you by a group mail on periodic basis and you are expected to keep yourself updated by visiting the site regularly. The Employee's employment with the Company shall be in accordance with the terms and conditions set forth in this Agreement and in accordance with the Company Policies as may be amended from time to time and such other policies as may be made applicable to the Employee from time to time.

11. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company will be entitled to terminate your services without any notice or obligation
12. Conflicts of Interest and Confidentiality.
 - (a) You must not at any time whilst you are an employee of the Company (except so far as is required for the proper performance of your duties) nor after your employment with the Company has ended communicate or divulge to any person ("person" shall include a firm or company or other body) or make use of or permit any other person to make use of for your own or any other person's benefit any trade secrets or other Confidential Information relating to the Company or any Group Company and any of its or their respective business interests or customers or clients.
 - (b) For the purposes of paragraph 12.a, "Confidential Information" shall include trade secrets; customer/client / supplier lists, contact details of clients, customers and suppliers and individuals within those organizations; technical information, know-how, research and development; financial projections, target details and accounts; fee levels, pricing policies, commissions and commission charges; budgets, forecasts, reports, interpretations, records and corporate and business plans; planned products and services; marketing and advertising plans, requirements and materials, marketing surveys and research reports; market share and pricing statistics; and computer software and passwords. All such information which is not in the public domain shall be deemed to be confidential

- (c) During the course of your employment with the Company, you may not provide services or advice to any competitor organization which is involved in a commercial negotiation of any kind in which the Company is also participating.
- (d) During the Term of employment and always thereafter, Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.
- (e) The Employee will comply with, and do all things necessary to permit the Company to safeguard its Confidential Information and he/she shall promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information.

13. NDA: Code of Conduct:

- (a) In the interest of securing the proprietary information and confidentiality of the Organization, it is mandatory for each employee to sign the “Bristlecone Code of Conduct” during employment. Any employee who found not abiding to the code of conduct would be held responsible for breach of the same and disciplinary action would be taken against this.
- (b) All information pertaining to Compensation and Benefits are treated as confidential. Employees are expected not to share details regarding the same with any other internal or external person. Any such information that needs to be shared by any employee can be done with prior authorization of HR.
- (c) Employees who leave Bristlecone are required not to share any information pertaining to the organization, or any of the business entities Bristlecone operates with. All databases, equipment provided to employee are the property of Bristlecone and any kind of practice which results in bringing damage to the organization will not be favorably viewed. The employees will be liable to compensate for the damage, which may result due to such practices.

14. NON-SOLICITATION and Non-Compete

- (a) Any employee working for a competitor, upon termination or resignation, should not gain competitive advantage by abusing confidential information about Bristlecone's trade secrets or sensitive information such as customer/client lists, business practices, upcoming products and marketing plans.
- (b) The Employee hereby agrees and undertakes that during the Term of the employment with the Company and for a period of 12 months following the date of termination of Employee's employment with the Company for any reason, the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

-
- (i) Solicit and/or attempt to solicit employment of or advise any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation or any person or organization providing services to or through Company and/or its Affiliates to terminate his or her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or
 - (ii) Contact and/or attempt to contact any of the existing or prospective clients or customers (i.e. any person or organization with whom the Company and/or its Affiliates is in advanced stages of exploring a professional or business relationship) of the Company and/or its Affiliates to entice such clients or customers away from the Company and/or its Affiliates or to damage in any way their business relationship with the Company and/or its Affiliates or for the provision of substantially the same services provided to such clients by the Company and/or its Affiliates; or
 - (iii) Solicit and/or attempt to solicit or undertake employment with any client/customer of the Company and/or its Affiliates or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; or
 - (iv) Enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the Term of employment or (iii) it is obvious to the Employee; or
 - (v) Sell, supply, market or distribute any products or services similar to or competing with the Business.

15. IT Policy

- (a) **Prohibited Use** - The Bristlecone email system shall not to be used for the creation or distribution of any disruptive or offensive messages, including offensive comments about race, gender, hair color, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Employees who receive any emails with this content from any Bristlecone employee should report the matter to their supervisor immediately. Employees may not forward any documents to their personal accounts. All Auto-forward messages should be removed from the personal profiles.
- (b) **Personal Use** - Using a reasonable amount of Bristlecone resources for personal emails is acceptable, but non-work related email shall be saved in a separate folder from work related email. Sending non-business related multimedia, pictures larger than ½ MB etc., chain letters or joke emails from a Bristlecone email account is prohibited. Mass mailings from Bristlecone shall be approved by Director - IT before sending. These restrictions are also applicable if you forward any email received from Bristlecone employee

16. Intellectual Property

- (a) Any discovery, invention, secret process, improvement in procedure, trade mark, design or copyright work that you make, discover or produce in the course of your employment in connection with or in any way affecting or relating to, or capable of being used or adapted for use in connection with, the business of the Company or any Group Company shall immediately be disclosed to the Company and shall belong to and be the absolute property of the Company or such Group Company as the Company may nominate for that purpose. You will (at the request and reasonable expense of the Company) sign all such documents and perform all such acts as may be required to fully vest all such rights in the Company (or its nominee).
- (b) You waive irrevocably all Moral Rights in any works produced during your employment in which copyright is vested in the Company or any Group Company whether by virtue of this paragraph 14 or otherwise.
- (c) You acknowledge that the extent, if any, of the protection sought in relation to the matters referred to in paragraph 12.a shall be decided by the Company in its sole and absolute discretion and that accordingly you will not (whether during or after this employment) apply or join in applying for any patent, registered design, trade mark or other equivalent protection without the prior written approval of the Company.

17. If the terms and conditions offered herein are acceptable to you, please return the duplicate copy of this letter to the undersigned, duly executed by you by appending your signature on the last page and initials on the remaining pages.

18. Background Checks:

Bristlecone mandates you to go through Background checks. These checks verify previous employment, education qualifications and addresses of every employee. You are required to provide all documents requested by Bristlecone or any agency that Bristlecone appoints for running these checks. Background check documents need to be provided within 5 days of joining the company failing which the Company is entitled to take disciplinary action including termination of the employment agreement. In an event, the employee / candidate is unable to clear the background check, the company retains the right to withdraw the offer / terminate to employment.

As a token of your acceptance of all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer and confirm to us your date of joining by a return email.

We welcome you to the Bristlecone family and wish you a successful career with us

Yours Faithfully,

Bristlecone India Limited

DATE OF JOINING: _____



Lisa Lesko
Chief People Officer

signHere1
Anushka Chavan

Salary Sheet

Anushka Chavan

Designation: Associate Consultant

Sub Practice: Procurement

Effective from the date of your reporting for duties, you will be eligible for salary, allowances and other benefits as under:

Salary Components		Amount (Rs. per annum)
1. Basic Salary		180000
2. Flexible Pay:	H.R.A, LTA, Child Education Allowance, Meal Vouchers, Telephone/Broadband Reimbursement, Books & Periodicals, Car Fuel and Maintenance Reimbursement, Driver's salary, Supplementary Allowance	107924
3. Provident Fund	@ 12% of Basic	21600
4. Gratuity	@ 4.81% of Basic	8658
5. Fixed Salary (1+2+3+4)		318182
6. Variable Pay (Paid Annually)*		31818
7. Cost to Company (5+6)		350000

*** Variable Pay is paid annually as per company policy based on organization & individual performance. Employees who are on Bristlecone payroll by 31st Dec are eligible for variable pay in current FY, pro-rated based on eligible tenure.**

**Over and above the committed Fixed CTC, company provides Mediciam Insurance coverage for a sum insured amount of Rs. 400000/- per annum as a family floater for self, spouse and 2 children. Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis.

***Also, the company provides coverage under group personal accident (GPA) and Group Term Life (GTL) Insurance as per company's policy.

****Bristlecone will provide for reimbursement towards your notice period recovery (full taxable) in the previous organization to the extent of proofs submitted by you. This amount will be recovered from you if you leave Bristlecone within 1 year from the date of payment. This will be payable if you are eligible and have written HR approval before your joining.

*****Bristlecone will offer reimbursement towards relocation expenses on household goods and one-way economy class tickets for You and your immediate family (spouse and children). Additionally, you will be provided company accommodation + reasonable conveyance reimbursement for up to 15 days at your assigned Base Location subject to prior approval from HR at Bristlecone. Reimbursement towards household goods will be eligible approval HR before joining and the same should be claimed within 15 days of joining. The amount paid towards household goods will be

subject to existing HR policies and needs to be supported with actuals invoices for reimbursement purposes. For more details kindly check our relocation policy before claiming. Reimbursement will occur as per existing relocation policy. This sum would be recovered if you leave the organization within 1 year from the date of payment.

Bristlecone India Limited



Lisa Lesko
Chief People Officer

OFFER ACCEPTED / DATE OF JOINING:_____

signHere1
Anushka Chavan

AGREEMENT OF ACCEPTANCE

This Letter of Acceptance is executed by and between Bristlecone India Ltd (hereinafter referred to as the "Company"), and "Anushka Chavan", an Indian inhabitant residing at , hereinafter referred to as the "Acceptor")

Whereas:

- 1. The Acceptor has communicated his/her interest in receiving employment with the Company vides dated 28-Jul-2021**
- 2. The Company issued a Letter of Offer to the Acceptor dated 28-Jul-2021, offering him/her employment with the Company.**

By signing this Agreement of Acceptance, the Acceptor agrees to the following:

1. The Acceptor has accepted Employment with the Company on terms and conditions prescribed in the Letter of Offer.
2. The Acceptor can, within a period of one week from the date of this Agreement, without cause revoke this Agreement of Acceptance, by providing a written notice to the company (Notice of Revocation) to the attention of **Kinnary Desai**, at the following address **5th Floor, Binarius, Deepak Complex, Airport Road Opp. Golf Course, Yerwada, Pune - 411006** by registered communication. It shall be the Acceptors responsibility to make sure that such Notice of Revocation reaches the Company before the conclusion of the 7th day from the date of this Agreement.
3. The acceptor agrees to submit a copy of the letter of resignation to his/her present organization of employment to the company within a period of 2 days from the date of this Agreement.
4. The Acceptor agrees and confirms that his/her the date of joining the Company is **28-Jul-2021**

Signed:



For the Company: Bristlecone India Limited
Lisa Lesko
Chief People Officer

Acceptor: signHere1
Anushka Chavan

Date: dateSigned1

Location:

CHECKLIST**DOCUMENTS/ITEMS TO BE SUBMITTED TO HRD AT THE TIME OF JOINING**

1. Proof of Birth (Birth Certificate Copy).
2. Copies of S.S.C./H.S.C./Graduation/Post-Graduation (Degree) certificates and all other qualifications, along with semester wise mark sheets as applicable.
3. Copies of certificates for the duration of any commercial projects done for any Company as part of University Degree Course.
4. Copies of service certificates from all your previous employers.
(Actual dates of employment must be specified)
5. Relieving letter and Service Certificate from your present employer.
6. Copy of the last increment/offer/appointment letter of previous employee.
7. Five Nos. Colored passport size photographs.
8. Copies of the passport sheets (All sheets wherever any entries were made, particularly the following:
 - a) Passport number, Date and Place of Issue.
 - b) Due date of expiry of the passport.
 - c) Name, date of birth, photograph, address
 - d) Stamps/entries reg. issue of visa/work permit/entry permit by any country
(Including refusal)
Emigration Certificate Not Required Stamp
9.
 - A) If married, marriage certificate.
 - B) Photocopies of the Passport (relevant pages) of your spouse
 - C) Birth certificates of children, if applicable.
10. Driving license - four wheeler (photocopy)
11. PAN CARD Copy
12. Aadhar Card Copy
13. Please bring originals of all documents for verification on the day of joining. These will be verified with the photo copies and returned to you

Name: Anushka Chavan

Emp No: _____

Signature: signHere1Date: dateSigned1

To,
Miss. Neha Sanjay Bhadke.

Date. 23.10.2021

Sub: - Appointment Letter as a "Valuation Specialist".

We at Ms. LBM VALUERS & ENGINEERS, Nashik Branch are glad to inform you that you have been appointed as a "Valuation Specialist" at our office.

Your joining date will be from **01st November 2021.**

We feel confident that you will contribute your skills and experience towards the growth of our organization.

We congratulate you on your appointment and assure you to get our full support for your professional growth and development.

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you onboard.

Associate Valuer


Mr. Longani B.R.

Signature of Valuer


Mr. Longani B.R.


August 24, 2021

HRD/3T/1002021419/21-22

Mr. Rushikesh Deore
Rh-03 Dattarup , RTO Corner
Sai Nagar , Dindori Road Nashik
Nashik-422004
India

Ph: +91-8669791272

Dear Rushikesh,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.24 20:44:25 IST
Reason: Digitally Signed
Location: Bangalore

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

**K. K. THORAT - 2021-2022**

First Floor, Mahalaxmi Pride

Akole Bypass Road

Sangamner

Dist. Ahmednagar**Pay Slip
for January-2022
Dhanajay Aher**

Employee Number	:	Tax Regime	:	Regular Tax Regime
Function	:	Income Tax Number (PAN)	:	
Designation	:	Universal Account Number (UAN)	:	
Location	:	PF account number	:	
Bank Details	:	ESI Number	:	
Date of joining	:	PR Account Number (PRAN)	:	
				1-Nov-21

Earnings	Amount	Deductions	Amount
Basic Pay	15,500.00	Professional Tax	200.00
Allowances	2,000.00		
Total Earnings	17,500.00	Total Deductions	200.00
		Net Amount	₹ 17,300.00

Amount (in words):

INR Seventeen Thousand Three Hundred Only

for K. K. THORAT - 2021-2022

Authorised Signatory

ASK BUILDCON

Office: Flat No. 04, A-Building Casablanca, Above Union Bank, Lam Road, Nashik.

Mob no.: 9284197809, 8856080108. **Email:** ask.buildcon.2019@gmail.com

To,

Mr. Gaurav Jagannath Wagh

Ambika R/H no.08, Hanuman Nagar,

Parhardi Phata, Nashik-422010

Subject- Offer of Appointment as “**Site Engineer**”

Dear **Mr. Gaurav**

Further to your application and subsequent interviews you had with us, we are pleased to offer you a position of “**Site Engineer**” in our organization.

You are required to join on or before 02.12.2020.

Thanking you,

Yours truly,

For, ASK Buildcon

Mr. Akshay khalkar

Note: Please bring the following documents at the time of joining.

1. Photocopy of PAN Card & Aadhar Card
2. Photocopy of Identity Proof.



Letter of Offer - Gokul Rajendra Bharaskar - DGS Nashik

1 message

Kabilkumar A <kabilkumar.a@dgsts.com>

Wed, 5 Oct, 2022 at 2:45 pm

To: gokulbharaskar1996@gmail.com <gokulbharaskar1996@gmail.com>

Cc: HRD Dept <hrd@dgsts.com>, Amol Dattatray Deokar <amol@dgsts.com>, ram.l@dgsts.co.in <ram.l@dgsts.co.in>

Dear **Gokul**,

Congratulations!

Further to our discussions, we are pleased to extend an offer for the position of **Trainee Detailer** with DGS Technical Services Pvt Ltd., **Nashik**.

You are requested to confirm by email your acceptance and the Date of Joining within two working days.

This offer is conditional and is valid for DOJ on **November 01, 2022**.

Sl. No.	Category	Details
1	Venue	DGS Technical Services Pvt Ltd, No: 48, 4th Floor, Roongta Shopping Mall, Near Burkule Hall, Uttam Nagar, Nashik, Maharashtra – 422 009. Ph No: 0253-2384444
2	Arrival Time	10:30 AM
3	Business Contact	Contact Person: Amol Dattatray Deokar
		Contact Number: 0253-2384444

Documents to be submitted on Joining Date:

- 1) **Proof of Identity:** Copy of PAN card 2 Copies.

- 2) **Proof of Address:** Copy of Passport/Rental Agreement/Voter ID/Driving License/Aadhar Card-2 Copies.
- 3) **Proof of Education:** Copy of Mark sheet & Relevant degree certificates from 10th Standard up to latest qualification.
- 4) **Proof of Employment:** Previous organization Relieving letter and Experience Letter, copy of 3 months' pay Slips (pay slips not applicable for Freshers).
- 5) **Four Passport Size photographs (Latest Photograph).**
- 6) **General Medical Fitness Certificate:** Doctor certified medical fitness certificate.
- 7) **Nomination for PF/ESI (as applicable):** DOB of Parents, Spouse (if married), Children and family photograph.
- 8) **Salary Account Creation:** Copy of Passport /Voter ID / Driving License / Aadhar Card and Pan Card.
- 9) **Copy of offer Letter:** Please carry a printed copy of the offer made to you and that carries your acknowledgement.

Due to Covid-19, following are the mandatory procedure at the time of Joining to work:

- 1) COPY VACCINATION CERTIFICATE (2ND DOSE)
- 2) RT-PCR TEST NOT OLDER THAN 72 HRS., IF VACCINATION IS STILL PENDING.
- 3) Aarogya Setu app Mandatory installation.
- 4) Wearing Mask is mandatory for entry into the office premises.

This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

We welcome you again to join us in this exciting journey of this organization.


If you have any further clarifications, please do get in touch with undersigned.

Best Wishes!

Thanks,

Kabilkumar. A

HR Dept.

 cid:image001.jpg@01D7BC74.63FBE600

DGS Technical Services Pvt. Ltd.,

M: +91 99027 64007 | W: www.dgsts.com

KUNAL CONSTRUCTION

Shop no 10, mayur park, b/h papayas nursery.
Mob no – 8007469744.

DATE= 20/02/2022.

KETAN RAJESH LANDGE

Site supervisor/engineer, Kunal construction.

Satpur, Nashik.

422012.

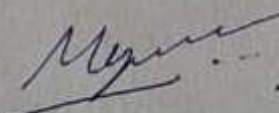
Dear , Ketan Landge

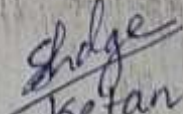
We are pleased to offer you employment at Kunal Construction. We feel that your skill and background will be valuable assest to our team.As per our discussion, the position is Site engineer/ supervisor.Your starting date will be 25/02/2022. We feel that your skills and background will be valuable assest to our team.

If you choose to accept this offer, kindly sign the copy of this letter in the space provided and return it to us.

We look forward to welcoming you as new employee at Kunal Construction.

Sincerely.


21/2/22
For, Kunal Construction.


Ketan Landge
21/02/22

Date- 19/05/2022

Salary Invoice

This is to certify that, Mr.Kishor Dhanraj Chavan is working with us as a Trading Partner and as a Dealer in our Sub-Broker ship Firm. We are the Authorized Sub-Broker of **SMC Global Securities Pvt. Ltd.** Sub-Broker code is **NAS015**

Salary Structure is as follows,

1. Basic Salary (Fixed) 15,000/- PM (From April 2022)
2. Incentive as 10% Profit Shearing monthly basis

Salary Paid,

Month	Basic	Incentive	Gross	Paid By
Feb 2022	12,000/-	5,500/-	17,500/-	Cash
Mar 2022	12,000/-	7,600/-	19,600/-	Cash
April2022	15,000/-	6,400/-	21,500/-	Cash

This Certificate is issued upon the request of Employee.

There is no any Loan Liability on Sub-Broker of SMC GlobalSecurities Pvt. Ltd.



Jyoti

Mrs.Jyoti Kiran Mate

Sub-Broker-NAS015

SMC Global Securities Pvt. Ltd.

(Panchkrushna lawns, Nashik)

MAHARASHTRA SHIKSHAN VIKAS MANDAL'S

Reg. No. E/395 (Nashik) Dated 23 Aug. 1978



LOKNETE GOPALRAOJI GULVE POLYTECHNIC

Address : Gal No. 35/1 + 2A, Mauje Vilholi, Nashik. Ph. No. : 0253 - 2336771, 72, 73
AICTE, DTE approved Affiliated to MSBTE, Mumbai
E-mail : lggpoly1467@gmail.com Web : www.lggpolytechnic.co.in

Ref. No. LGGP/2021-22/0526

DATE : 31/03/2022

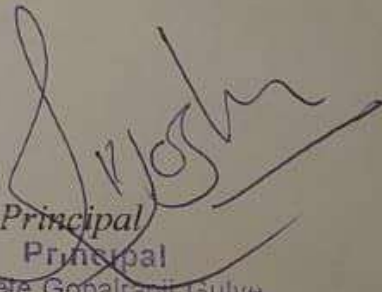
Experience Certificate

This is to certify that Mr. Ambhure Mahesh Dattatray worked as a Lecturer (Civil Dept.) in our institute, Loknete Gopalraoji Gulve Polytechnic, Vilholi, Dist:- Nashik from 01 Dec 2020 to 31 March 2022.

During this period he was found sincere, hardworking, active & dynamic in his academic work and other duties assigned to him. He showed the best possible results with good academic as well as administration performance.

We wish him for his all the very best bright future.




Principal
Principal
Loknete Gopalraoji Gulve
Polytechnic, Vilholi, Nashik



Date: 13th Aug 2021

SFJ/13082021/SFJR/RO07062021

To,

Manish Marathe,

Bangalore

EMPLOYMENT LETTER

Dear Manish Marathe,

Welcome to **SFJ Business Solutions Pvt Ltd**, we are glad to have you with us and look forward to a long and mutually rewarding association.

We are pleased to make an offer to you to Join SFJ Business Solutions Pvt. Ltd. as **IT Recruiter**. Your deployment location is Bangalore and date of appointment is effective from your date of joining Eight shall be on **16th August 2021**, your total cost to company will be **246143.00/-** (Rupees Two Lakh Forty Six Thousands One Forty Three Only) per annum.

Your appointment at **SFJ Business Solutions** is on the following terms and conditions. This letter contains broad terms and conditions of service governing by policies, rules and regulations which are applicable to you. We expect you to keep the salary details confidential.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

NATURE OF EMPLOYMENT

This offer is made on the clear understanding that your employment is on whole time basis and that you will not undertake any other part time/fulltime work, without the consent of the company. Also this employment is of continuous nature and does not entail any compensation for any overtime worked by you.

WORK PLACE

You are initially appointed to work in our office in SFJ Business Solutions Pvt Ltd you may be transferred or required to travel for the company's business/training at the sole direction of the company.

TRANSFER

The company shall reserve the right to transfer your services temporarily/permanently to any other department, division and branch, subsidiaries, affiliates and associates anywhere across the globe

PROBATION

You will be in probation for a period of 3 months from the date of joining. At the end of the probation period subject to your satisfactory performance your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation for a further period of three months. During probation, if employee found unsatisfactory due to performance or behavioural aspects, company

SFJ Business Solutions Pvt. Ltd



will terminate employee with immediate effect without any notice period, therefore compensation will not be entitled for termination

RULES AND REGULATIONS

You will be bound by rules and regulations laid down by the management from time to time in relation to conduct, discipline, leaves, holidays or any other matters relating to service conditions which will be deemed as part of the terms of employment. You will be abiding by and be governed by the decision of management on settlement and awards. By signing the general service condition detailed in annexure B, you agree to the company's laid down guidelines related to all the points mentioned in the same.

STANDARDS OF BUSSINESS CONDUCT

In addition to the Terms & Conditions contained herein above, your employment will be governed by the "Standards of Business conduct" of the company in case of violation/integrity breach of any of the standards of Business conduct your employment will be terminated with immediate effect.

TAX IMPLICATIONS

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

RETIREMENT

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

NOTICIES FOR TERMINATION/ SEPARATION

This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, The Company shall be entitled to terminate your services with immediate effect, without Notice!

If the company discontinues your employment due to your inability to perform on the allocated assignment or if the client abandons your candidature for the project then the company is not liable to pay you the notice period amount and your employment may be terminated by the company without assigning any reason by giving 24 hours

Your services can be terminated without any notice or pay or compensation in lieu thereof in the event of

1. Insubordination, indiscipline, dishonesty or negligence of duty
2. Your becoming unable to attend to your duties efficiently on account of ill health or infirmity

However you will be given an opportunity to be heard by the management but the decision of the management will be final and binding

Following any notice of termination of employment, you shall cooperate fully with SFJ BS in all matters relating to the winding up of your pending work on behalf of SFJ BS and the orderly transfer of any such pending work to other employees of SFJ BS as may be designated by the company

Your services can be separated by either party by giving to the other, a notice period of 3 months in writing (Hereinafter referred to as "NOTICE PERIOD").



The company however reserves its right to relieve from the employment with immediate effect by giving/holding your salary of one month in lieu of the notice period.

Your position with the company calls for a mandatory compliance with the Notice period, unless relaxed by the company in writing. Your termination of employment without compliance with the Notice period shall be treated as a material breach of this contract and company shall be entitled to insist on your mandatory performance of the Notice period and/or claim damages equivalent to two month's salary. If you are absent from the designated office beyond a period of 5 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

NON-SOLICITATION AND NON-COMPETE

You hereby acknowledge and agree that you will likely to be exposed to a significant amount of confidential information concerning SFJ BS's business methods, operations and customers while employed under this agreement, that such information might be retained by you in tangible form or same retained in your memory, and that the protection of SFJ BS's exclusive rights to such confidential information and trade secrets can best be ensured by means of a restriction on your activities after termination of employment. Therefore, the parties agree that for a one-year period following employment termination (whether voluntary or involuntary and with or without cause) you shall not solicit, divert or initiate any contact with (or attempt to solicit, divert or initiate any contact with) any customer, client, independent contractor or employee of SFJ BS for any commercial or business reason whatsoever, directly or indirectly.

You agree that at the notice of termination of the employment and for a period of 1 year thereafter, will not either directly or indirectly or in any capacity, alone or as an employee, owner or partner of any corporation, firm, association or business entity:

- Solicit any customer of the company for like or similar service offerings provided by the company
- Induce any personal to leave the service of the Company
- Further you will not directly or indirectly approach or solicit business from any prospect of the Company where you were involved either directly or indirectly during his tenure of the Company for like or similar service offerings provided by the Company.

During the term of employment, Company may give you an opportunity to visit abroad/onsite, where you will be in possession/access of various confidential information. For the purpose to adhere confidentiality of the information, you have to serve at least 6 months on the Company after your last onsite visit. In case of failure to serve the required time, company have a right to recover the investment made by them lawfully from your salary and other dues payable by the company, The employee further agrees to make good any shortfall that is due from the Employee against the cost incurred by the Company.

EMPLOYEE DUE DILIGENCE

You acknowledge and agree that you have had the opportunity to investigate fully the employment offered by SFJ BS and you have exercised due diligence investigating SFJ BS offer. You further acknowledge that the position offered to you reflects the present plan of SFJ BS to maintain the position offered/ you therefore acknowledge that except as provided in this agreement, no representations of any kind have been made to you with respect to the nature of your work, the duration of your employment, your expected compensation, or any other condition surrounding your employment by SFJ BS if you misrepresent your skills or qualifications on your resume or on employment application form, SFJ BS reserves the right to terminate your employment at any time.



GOVERNING LAW

The location court of the registered office (Bangalore) of the company shall have exclusive jurisdiction over any dispute relating to or connect with or arising out of this agreement

ENTIRE AGREEMENT

This agreement sets forth the entire agreement between the parties with respect to this subject matter. All agreements, covenants, representations or warranties, express or implied, of the parties with regard to this subject matter are contained in this Agreement and in the documents referred to in or implementing their provisions. No other agreements, covenants, representations or warranties, express or implied, oral or written, have been made outside of this agreement, all prior and contemporaneous conversations, negotiations, possible and alleged agreements and representations, covenants and warranties with respect to the subject matter are waived, merged and superseded by this Agreement

VOLUNTARY AGREEMENT

The parties agree, represent and declare that they have carefully read this agreement, know the contents of this agreement, and that they sign this agreement freely and voluntarily.

for **SFJ Business Solutions Pvt Ltd.**



Kavitha T
Chief Human Capital Officer

I accept the terms of employment as stated in this letter, I undertake to bound by the rules and regulations governing the terms and conditions of employment in the company, I declare that I have never been convicted in any court of law.

I further declare and agree that in the event of any declaration given by me in the application form or any other document is found to be false, then my services may be terminated forthwith, without any compensation

Candidate Name : **Manish Marathe**

Date : 13/08/2021

Signature :



Annexure B

Service Conditions

Leave and Holidays:

You will be required to apply for leaves as per leave rules of the company. Grant of leave shall depend on the exigency of the work of the company and shall be at the sole discretion of the management. Notices specifying those days to be observed by the office/establishment as holidays shall be notified in writing, from time to time but this will in no way prejudice the company's right to work on any or all the holidays as may be found convenient/necessary. You will be entitled for **one day leave** per month.

Performance Review:

Your performance will be monitored and evaluated continuously. However, you will be eligible for the salary/designation revision based on your performance evaluation not before completion of minimum 12 months with SFJ BS as per the company rules prevalent time to time

Reports:

You will provide SFJ BS with any reports that are deemed necessary, including periodic summaries of your work-related activities and accomplishments.

Attendance:

During your tenure with SFJ BS you are expected to punch in your attendance and timesheet on daily basis on client/SFJ BS defined systems

Abandonment of Service:

In case you remain absent for 3 continuous days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. Be informed that doing so, you will have no claims to re-instatement and/or any compensation thereof.

Conduct:

Prior and subsequent to your termination date, if any, you shall not or attempt to in any manner: (i) interfere with any of SFJ BS's business (ii) interfere in any manner with any SFJ BS's employees or independent contractors, (iii) use any of SFJ BS's trade secrets, including but not limited to its customer lists, or other property, except in the best interests of SFJ BS or (iv) withhold any premiums, deposits or other forms of payments, applications, financial or confidential information of SFJ BS's client or customers.

SFJ BS Assets/Property:

You will be responsible for the safekeeping and return in good condition and order of all company's property entrusted to your care and charge. The company reserves the right to deduct the money value of such articles from your dues, or take such action as may be deemed proper, in the event of failure to account for such property to its satisfaction. In the event of your termination from employment, whether voluntary or involuntary, you shall take all reasonable steps promptly to deliver to SFJ BS all property



belonging to SFJ BS, which is in your possession or under your control. You shall also inform SFJ BS of the whereabouts of any such items, of which the location is known to you but not to SFJ BS

Trade secrets, Rights and Duties:

1. You specifically agree that you shall not any time, either during or subsequent to the term of your employment with SFJ BS, in any fashion, form or manner, either directly or indirectly, unless expressly consented to in writing by the appropriate authority of SFJ BS, use, divulge or communicate to any person or entity any confidential information of any kind, nature or description concerning any matters affecting or relating to the business of SFJ BS, including, but not limited to SFJ BS's computer processes, programs and codes, the names, addresses, buying habits or practices of any of its clients or customers, SFJ BS's marketing methods, program and related data. Or other written records used in SFJ BS's business, compensation paid to other employees and independent contractors and other terms of their employment or contractual relationship, or any other confidential information of, about or concerning the business of SFJ BS, its manner of operations, or other data of any kind, nature or description. The parties of this agreement hereby stipulate that, between them, the above information and items are important material and confidential trade secrets that effect the successful conduct of SFJ BS's business and its goodwill, and that any breach of any term of this section is a material breach of this agreement
2. All equipment, notebooks, documents, memoranda, reports, files samples, books, correspondence, lists or other written and graphic records, and the like, including tangible or intangible computer programs, records and data, affecting or relating to the business of SFJ BS, which you might prepare, use construct, observe, possess or control, shall be and shall remain SFJ BS's sole property
3. You agree that all business procured by you while employed by SFJ BS;s and shall remain the permanent and exclusive property of SFJ BS.
4. You further agree that each of the employees and independent contractors of SFJ BS's a significant and valuable asset of SFJ BS and shall at all times, both during your employment and subsequent to the termination thereof, be treated as the sole exclusive property of SFJ BS.
5. Any interference with SFJ BS's business, property, confidential information, trade secret, clients, customer, employees or independent contractors by you and any of SFJ BS's agents during or after the term of your employment shall be treated as acknowledged by the parties as a material breach of this agreement
6. You should not disclose your compensation details with any employee of SFJ BS. If found done so, disciplinary actions can be taken against you

Injunctive Relief:

You hereby acknowledge and agree that any violation of sections pertaining to Conduct, Trade Secrets, and Non-Solicitation, will cause damage to SFJ BS in an amount difficult to ascertain. Accordingly, in addition to any other relief to which SFJ BS may be entitled, the parties agree that SFJ BS shall be entitled to temporary or permanent injunctive relief for any breach or threatened breach by the Employee of the terms of section 6, 7 and 8 of this undertaking without proof of actual damages that have been or may be caused to SFJ BS as a result of such breach.

Reference Check:

The company from time to time processes your Educational and Professional Background through Reference Checks by themselves or from a third agency. If the company finds any major discrepancy in the information provided by you related to your past employment and the qualification, we may take a suitable action against you and no remuneration will be paid for the services associated with SFJ BS.



for SFJ Business Solutions Pvt Ltd.



Kavitha T
Chief Human Capital Officer

Candidate Name : **Manish Marathe**

Date : 13/08/2021

Signature :

ANNEXURE

Annual Compensation Break up

COMPENSATION	MONTHLY	ANNUALLY
Basic & DA	15750	189000
Other Allowance	4250	51000
Gross	20000	240000
ER ESIC	512	6143
CTC	20512	246143

*Total CTC is all inclusive amount and all statutory contributions (That is / shall be applicable), is deemed to have been included as per the Labour Law.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5746817/1306398,

04/12/2022,
Mayuri Sanjay Patil.

ROW HOUSE NO-52 KEVAL PARK SATPUR AMBAD LINK ROAD NASHIK
NASHIK,
India.

Confidential

Dear Mayuri Sanjay Patil,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini ' or 'Company') starting from 04/14/2022 (or such other date as may be communicated to you by the Company), as per details given below. A) Your current designation will be Senior Analyst/A5.

B) You will be required to work at the Company's offices in Mumbai.

C) You have to report by 8:30 am at Mumbai office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 380,006.00 (Rupees Three Lakh Eighty Thousand And Six Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Senior Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.1,199.00	Rs.14,388.00
Other Allowances and Reimbursements – 2 +	Rs.147.00	Rs.1,764.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.372,204.00
Total Cash Compensation		Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 380,006.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Cag Gemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

I.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.

- c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).
 - g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
- a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 06/13/2022(for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
- j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void abinitio.

J.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Mayuri Sanjay Patil

Date: 04/12/2022

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.
- b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.
- c) directly training, deputation or secondment or professional work by the Company; and/or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for
- d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in

violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- e) you are an independent contractor and have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents.
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals,

intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain shared with you in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information.
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.
- f) not indirect competition to the Company). share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or
- g) not detrimental to the Company. use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not directly or indirectly, to the Company, its affiliates or its customers. use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information: a) was in your possession before receiving the same from the Company pursuant to this Letter.

- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any

Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively 'Developments') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do alllawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini 's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop,laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

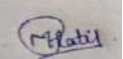
11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER For use of Personal Information & Sensitive Personal Data or Information

I, Mayuri Sanjay Patil, residing at Nashik, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
 - a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
 - b) payroll processing agencies for processing my payroll (including reimbursement claims),
 - c) law enforcement agencies,
 - d) to comply with a judicial/quasi-judicial order,
 - e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
 - f) insurance companies for the purpose of group insurance, personal accident insurance etc.
 - g) service providers providing services for biometric access to office premises for monitoring attendance,
 - h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
 - a.) affiliates of the Company for administrative purposes and/or audit;
 - a) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet. This consent letter shall come into force immediately upon its execution by me.

Name: Mayuri Sanjay Patil



Signature:

Date: 14/04/2022

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ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
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2.	<p>Employment Documents:</p> <p>Current Employment(Immediate Previous)</p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months</p> <p>c) Form 16/Form 16A</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p>Previous EmploymentService/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p>Education Documents</p> <p>a) 10th Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate (If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p>Proof of identity/ Address a)</p> <p>PAN Card</p> <p>b) AADHAAR Card</p> <p>c) Passport In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs</p> <p>i) Voters Id ii)</p> <p>Driving License</p> <p>iii) Ration card iv)</p> <p>Electricity Bills V)</p> <p>Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs (6 nos.)
6.	<p>Self Employed/CO-owner/Freelancing/ Partnership employment(s) (if applicable) a)</p> <p>Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shops & Commercial Establishment Registration Certificate</p> <p>d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.) Professional
- Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers These
- letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station. ***You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked**** Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders. Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process. In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

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**CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED**

Plot No. 14, Rajiv Gandhi Infotech Park,
Hinjawadi Phase-III, MIDC-SEZ, Village Man,
Taluka Mulshi, PUNE-411 057

Payslip for the month of AUGUST 2022

All amounts in INR

Emp Code	46221613	DOJ	14/04/2022
Global Id	46221613	Global DOJ	14/04/2022
Emp Name	MAYURI SANJAY PATIL	DOB	12/02/1998
Location	MUM SEZ Airolil6	Gender	F
Unit Code	FTE	PAN	EDDPP1537B
Designation	Sr Analyst / Software Engineer	PF No	MHBAN00187340000583520
Bank AC No	50100481065895	PF UAN	101805872005
Bank AC Name	HDFC BANK LIMITED	EPS NO	MHBAN00187340000583520
Grade	A5	ESI No	

Standard Days:31	Payable Days:31.00	Loss of Pay Days:0.00	LOP Reversal Days:0.00	Arrear Days:0.00
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EARNINGS	MONTHLY RATE	CURRENT MONTH	ARREAR (+/-)	TOTAL	DEDUCTIONS	TOTAL
BASIC	15,000	15,000	0	15,000	P.F.	1,800
HOUSE RENT ALLOWANCE	9,000	9,000	0	9,000	PROFESSION TAX	200
PERSONAL ALLOWANCE	1,880	1,880	1,733	3,613		
ADVANCE STATUTORY BONUS	3,149	3,149	0	3,149		
REMOTE WORKING ALLOWANCE	1,650	1,650	451	2,101		
BOOKS AND JOURNALS	1,281	1,281	1,281	2,562		
GROSS EARNINGS		31,960	3,465	35,425	TOTAL DEDUCTIONS	2,000

NET PAY (RUPEES THIRTY THREE THOUSAND FOUR HUNDRED TWENTY FIVE ONLY)	33,425
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LOP DETAILS	LOP REVERSAL DETAILS
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This is a Computer generated document, No signature is required. This document contains confidential information.



TIAA Global Business Services (India) Private Limited

Registered office: 7th Floor, Winchester Building
Powai Business District, Powai,
Mumbai, Maharashtra – 4000076

CIN: U72901MH2016FTC279876
Phone: +91 22 62298000

September 5, 2022

Nikhil Ravindra Jadhav
S/O Ravindra Jadhav N-32/F-1/14 - 7
Shanti Nagar old cidco Nasik Cidco
colony Nasik, Nashik- 422009, Maharashtra India

Dear Nikhil:

It is with great pleasure that we extend you a Contingent offer of employment, based provisionally upon your eligibility, qualification and Back Ground Verification parameters being met in a timely manner, at TIAA Global Business Services (India) Private Limited (“GBS”) or (“the Company”), which is a subsidiary of Teachers Insurance and Annuity Association of America (“TIAA”) incorporated in India. This offer is subject to the following terms and conditions:

1. Position and Probation

1.1 You will assume the responsibility of Trainee, Testing Analyst with a start date on or before September 26, 2022 as discussed with your Human Resource representative.

1.2 You are assigned to work out of our Pune, India Location.

1.3 Your employment will be contingent upon the successful completion of a Three Hundred



and Sixty five (365) days initial probationary period, which period shall commence from the date of your joining the Company. Notwithstanding anything stated in section 6.1 herein, during the probationary period your employment can be terminated by either you or GBS giving to the other thirty (30) days of notice in writing. If your performance is satisfactory to the Company during this probationary period, then notice of termination by either party shall be extended after the probationary period to the period of time specified in Section 6.1. The Company may also choose to extend such probationary period, in accordance with law.

1.4 The normal hours of work at GBS are forty-five (45) per week, Monday through Friday, and will be established for you by your manager. Subject to applicable laws, however, actual working hours, their timing and weekly holidays may vary with the duties and requirements of your position consistent with a 24 x 7 multi-shift work environment and other business needs as GBS may specify.

2. Duties and Responsibilities / Transfer

2.1 The duties and responsibilities required for the position offered to you are set forth in the job description provided to you before and/or during your interview with GBS. You may be required to perform other duties as required by the Company from time to time. You shall not refuse to perform other duties and undertake responsibilities as and when called upon by your reporting manager, if any.

2.2 The Company has a right to assign, transfer, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

2.3 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. Since this is a full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and

arrangements applicable to you.

2.4 Your provisional employment will, in addition to the terms and conditions of this offer of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time, including those as may be provided in the Company's policies service rules, code of conduct, etc. The contingent nature of this offer of employment, shall be discharged and be set for regularization of your employment, when:

2.4.1 You pass all subjects required to be cleared in order for you to graduate your course

2.4.2 You have been given an all cleared Degree by your institution

2.4.3. Your Back ground verification is concluded successfully, by TIAA India or it's assigned third party

2.4.4. All the above activities are concluded within 6 months of your receipt of the provisional degree and final semester mark sheet

2.4.5. If you are not convicted of a crime or indicted in a criminal activity

2.5 You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be disclosed to the Company.

2.6 Your provisional employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and government orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your provisional employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

3. Compensation, Benefits & Reimbursements



3.1 Your annual fixed compensation will be ₹1,000,000.00 Indian Rupees (INR).; subject to deduction at source (tax withholding) as per applicable income tax and any other prevailing applicable regulation in force from time to time during your provisional employment with GBS. Please see Schedule B attached hereto for detailed break-down of the compensation structure.

3.2 You will be reimbursed for expenses reasonably incurred in connection with the performance of your duties in accordance with the Company's policies as established from time to time.

4. Code of Business Conduct; Protection of Confidential Information and Other Business Interests

4.1 The Company's corporate policies reflect its core values and leadership standards. The Code of Business Conduct for the Company (the "Code") embodies the guiding principles for its policies. As a condition of this offer of employment, you agree to fully comply with the Code. A copy of the Code of Business Conduct is enclosed with this letter. Please read it carefully in considering this offer. You shall also comply with all the other Company's policies, rules and procedures as may be drafted, enforced, amended and/or altered from time to time during the course of your employment.

4.2 The Company expects you to treat seriously your confidentiality obligations under the Company's Code and be diligent in protecting the trust placed in the Company by its constituents to maintain the sensitivity and confidentiality of the Company's and/or TIAA's confidential information. Your obligations under this policy are serious matters. Accordingly, as a condition of employment with the Company, you must sign the "Confidentiality, Intellectual Property Assignment and Non-Solicitation Agreement" on or before your start date. A copy of the said agreement, the Code is attached.

5. Code of Ethics Policy - Personal Trading

5.1 In order to comply with applicable laws, the Company has developed personal trading policy & procedures for employees associated with various regulated entities within TIAA family. TIAA GBS, its affiliates and successors, employees and contractors, designated as "Covered Persons", are covered under the personal trading policy. TIAA GBS policy Statement on Personal Trading defines the "Covered Persons" and mandates such persons to safeguard the confidentiality of all such information which he/she obtained directly or indirectly during the course of performance of official duties. The policy requires Covered Persons to safeguard the

confidentiality of all such information which he/she obtained directly/indirectly in the course of performing the official duties. The policy requires Covered Persons to complete the mandatory training and mandates the obtaining of pre- clearance approval of their trades before booking a trade in any stock exchange outside India.

5.2 For trades on the Indian Stock exchange(s) “Covered Persons” , are prohibited from making any trade in a Subsidiary/ Affiliate of the Corporation, which has shared Confidential information, of such nature that it may be construed as Insider Information to TIAA or TIAA family (including TIAA GBS), impacting the value of the securities of the Indian subsidiary. Pre clearance and approval shall be required before booking such trades (as maybe construed to be based on parent corporation Insider Information) in an Indian Stock Exchange (s).

6. Termination

6.1 Except as provided in Section 1 and Section 2.4.1, your provisional employment may be terminated at any time by either you or GBS giving to the other thirty (30) days of notice in writing. The Company may in its sole discretion decide to pay you in lieu of notice.

6.2 Notwithstanding the provisions of Section 6.1 or anything else to the contrary, the Company may terminate your provisional employment with immediate effect without notice or payment in lieu of notice, for any of the following reasons as determined by the Company in its sole discretion:

(a) fraudulent, dishonest or undisciplined conduct on your part, including dishonest or wrongful disclosure of your bio-data or information at the time of interview, appointment or during the course of employment;

(b) you are found to have willfully suppressed material information at the time of interview, appointment or during the course of employment;

(c) your breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company’s property;

(d) your failure to comply with the directions given to you by your manager or any other authorised person;

(e) your insolvency or conviction for a criminal offence or you are found to be involved in any act which is punishable as an offence under the Indian Penal Code, 1860 within or outside the premises of the Company;

- (f) your breach of the terms or conditions or the Company's policies including disciplinary and improvement policies as applicable from time to time, whether or not instituted post your acceptance of these terms of offer or other directions of the Company;
- (g) you abetting a strike in contravention of any law for the time being in force;
- (h) your unauthorised absence for a continuous period of seven (7) days from work (including due to unapproved overstay of leave/ training);
- (i) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients;
- (j) any misconduct on your part, as provided under law and/or under the Company's policies.
- (k) non-adherence to health and safety guidelines laid down by the Company for the safety and protection of its employees
- (l) If you refuse to cooperate with any ongoing investigations, enquiries or fact findings

6.3 The Company may set off any amounts owing and payable by you to the Company at the date of termination against any amount then payable to you by the Company.

6.4 If your contingent employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment/unit/undertaking) and if you have been offered similar employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms in effect under this letter, then you shall have no legal or contractual claim against the Company by reason of the termination of the contingent employment.

7. Representations

7.1 You confirm that (a) you do not have any contractual, regulatory or other impediments that restrict your acceptance of this contingent offer of employment, (b) you understand and agree that it is a condition of this offer, including without limitation any compensation or other remuneration, that there are no constraints on your ability to accept this offer or fully perform the duties of the position offered and (c) you have disclosed in writing to the undersigned



Company representative any employment-related contractual obligation you may have with any of your current or former employers which may be relevant to GBS or to any aspect of your provisional employment with Company.

7.2 You further confirm that, except with respect to your prior employment with any company owned by TIAA, (a) you have not delivered to GBS any confidential or proprietary information or trade secrets of your current or prior employers, (b) you will not disclose to GBS confidential or proprietary information or trade secrets of your current or prior employers; (c) your provisional employment by GBS will not breach any agreement by which you are bound relating to proprietary, confidential and trade secret information or non-solicitation of employees or clients; and (d) you have not otherwise taken any action in conjunction with this employment opportunity with the Company (including but not limited to your consideration of this contingent offer of employment and the anticipated start of your contingent employment with GBS) that may be in breach of any contractual obligation you may have with any of your current or former employers which may be relevant to the Company.

7.3 You acknowledge that GBS has not requested from you any confidential or proprietary information or trade secrets of your current or prior employers. Last, you confirm that no other representations or commitments outside this letter have been made (oral or written) concerning this provisional offer.

8. Other Terms

Please note the following additional terms when considering this provisional offer:

(a) Employment Screening: This offer is contingent upon satisfactory completion of an employment screening review with GBS. The organization reserves the right to conduct background checks, directly or indirectly at any time to verify such information and documents that you would provide in support of Indian Court Record Check, National Identity Check, Global Regulatory Compliance and Debarment Database Verification, Address Verification Check, Previous employment verification, Education Verification and other particulars. If any discrepancies are found in such information or documents or if the result of such background checks are found to be unsatisfactory, as determined by the organization, in its sole discretion, the organization may withdraw or cancel the offer.

However, if at any time post joining it is found that, the organization is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the organization may terminate the contract of employment.



The Company may also review your political contributions, in which case you must disclose to GBS any political contributions made. Please carefully consider this if you are tendering your resignation with another employer.

(b) Work Authorization: Upon commencing provisional employment, you must also provide documentation establishing your identity and eligibility to work in India. Throughout your employment, you must remain lawfully authorized to work in India.

(c) Commissions: The Company's employees do not receive sales commissions as part of total compensation. Further, the Company's policy does not allow employees to maintain trailing commissions of any kind (e.g. health, life, long-term care and securities).

(d) Prerequisites: Where your role requires you to be licensed professionally in a manner designated by GBS, or to have completed specified education requirements, or to have obtained other employment-related credentials set by the Company, your offer will be contingent on you having met such employment requirement(s) prior to your start date or in accordance with Section 2.4.1.

(e) Payroll Taxes and Withholdings: All compensation described in this letter will be subject to applicable payroll taxes and withholdings.

(f) Sensitive Personal Data or Information: The Company may, in connection with your application for, offer and/or acceptance of provisional employment and also in regards to your ongoing provisional employment, collect sensitive personal data or information ("SPDI") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By submitting your application for provisional employment, you expressly, willingly and voluntarily agree to our collecting your SPDI and to our using it for employment purposes (including but not limited to obtaining background checks on your SPDI in consideration of your application and, as applicable, your ongoing employment). Furthermore, you expressly, willingly and voluntarily consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law (as determined by GBS); (iii) that you shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI, and you agree to the terms thereof. Without limiting the foregoing, if you accept this offer of provisional employment, you expressly, willingly and voluntarily agree to (a) the use of your personal images and voices in marketing material, videos, etc. of the Company or TIAA; and (b) treating any



personal, GBS or TIAA data to which you have access in the course of your employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

(g) Indemnification: You shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your act or omission to the Company, agents, principals or its employees or representatives which constitutes a breach of the term of your provisional employment or negligent performance of your duties as expected from you while in employment of the Company.

(h) Non-Disparagement: During the term of your provisional employment with GBS and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

(i) Governing Law: Your provisional employment with the Company shall be governed and construed in accordance with the laws of India.

(j) Jurisdiction: Any competent court in Mumbai shall have exclusive jurisdiction in case of any dispute. You hereby waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

This offer of employment is in effect for five (5) business days from the date of this letter.

For the avoidance of doubt, this letter does not give rise to any provisional employment relationship between you and any other TIAA entity besides GBS.

Please treat this letter and its contents (including the Schedules attached hereto) as strictly confidential and do not disclose the same to any person or entity (except to your spouse, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of GBS.

We look forward to you joining GBS.

Sincerely,



Saurabh Yadav
Head –HR Operations

3. Benefits

The Company's benefits program is a key component of our total compensation package. We offer a very comprehensive program that provides innovative, flexible benefits to help employees protect their family, plan for the future and manage their personal and professional life. You will be eligible to participate in the benefit package upon satisfying eligibility conditions, including supplementary medical coverage, life and personal accident insurance.

GBS will provide statutory gratuity benefits (if applicable). GBS may, at its discretion, provide you with medical, personal and life insurance. Total compensation components may change from time to time depending on tax and other considerations. The Company and its affiliates reserve the right to amend, modify or terminate, in its sole discretion, all benefit and compensation plans in effect from time to time.

Detailed Compensation Break-Up

TIAA GBS Corporate Level: Trainee

SALARY COMPONENTS

Basic

Monthly INR Amount: 33,333

Annual INR Amount: 400,000

House Rent Allowance

Monthly INR Amount: 16,667

Annual INR Amount: 200,000

Bouquet of Benefits~

Monthly INR Amount: 33,333

Annual INR Amount: 400,000



ANNUAL FIXED COMPENSATION (A)

Monthly INR Amount: 83,333

Annual INR Amount: ₹1,000,000.00

RETIRALS BENEFITS

Employer`s Contribution To Provident Fund

Monthly INR Amount: 4,000

Annual INR Amount: 48,000

TOTAL RETIRALS BENEFITS (B)

Monthly INR Amount: 4,000

Annual INR Amount: 48,000

TOTAL REMUNERATION (A + B)**

Monthly INR Amount: 87,333

Annual INR Amount: 1,048,000

** You are eligible for a discretionary variable pay above total remuneration which is paid basis individual and company performance. This includes, if applicable any obligatory payments towards payment of bonus act.

~ Bouquet of Benefits [BOB] is a list of components that employee can choose from as per their preference. See detailed guidelines on BOB policy.

Taxes and other statutory deductions/payments as per applicable law.

All salary components are governed by the company policy and statutory guidelines.

4. Leave



During a full calendar year you are eligible for leave days (referred to by GBS as Paid Time Off (“PTO”) days) based on an annual allotment of 25. This allotment of PTO days will be prorated based on your start date in the current year, consistent with GBS policy. For further details on leaves, please refer to the Company’s policies in this respect.

5. Transportation

GBS will reimburse you for reasonable business-related transportation expenses incurred in connection with your employment, upon presentation of appropriate documentation, in accordance with the Company’s expense reimbursement policies. You will be eligible to participate in the corporate travel policy as may be established by the Company for business travel as approved by your manager.



Content

TIAA Global Business Services (India) Private Limited

Registered office: 7th Floor, Winchester Building
Powai Business District, Powai,
Mumbai, Maharashtra – 4000076

CIN: U72901MH2016FTC279876

Phone: +91 22 62298000

CONFIDENTIALITY, INTELLECTUAL PROPERTY ASSIGNMENT AND NON-SOLICITATION AGREEMENT

This CONFIDENTIALITY, INTELLECTUAL PROPERTY ASSIGNMENT AND NON-SOLICITATION AGREEMENT (this “**Agreement**”) is made and entered into as of the date set forth on the signature page below by and between the undersigned individual (“**Employee**”) and TIAA Global Business Services India Private Ltd. (“**TIAA**”) (inclusive of Teachers Insurance and Annuity Association of America and/or any companion company or subsidiary of TIAA that employs Employee now existing or formed in the future (collectively with TIAA, “**Company**” or “**the Company**”). Employee and the Company are referred to collectively as “the parties” in this Agreement. This Agreement is effective as of the date that Employee signs this Agreement as set forth on the signature page below (the “**Effective Date**”).

In consideration of Employee’s job offer, employment and related benefits (such as but not limited to any designated payments, compensation, salary increases, promotions, training or professional development opportunities) and/or such other consideration as is offered by the Company in its sole discretion in connection with this Agreement, the receipt and sufficiency of which is acknowledged by Employee, and in mutual reliance upon the promises set forth herein, the parties agree as follows:

PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to protect the Company’s legitimate business interests and



assets. In reliance upon Employee's promises in this Agreement, the Company will provide Employee with Confidential Information (defined below) and place Employee in a position of enhanced ability to use and influence the goodwill of the Company with its clients, employees and other business relationships. An important basis for this Agreement is to prevent Employee from using the unfair competitive advantage arising from Employee's position of trust with the Company to cause irreparable damage to the Company's trade secrets and important business relationships. Employee stipulates that the restrictions in this Agreement are reasonable in time, territory, impact and scope, for this purpose and do not place an unreasonable or unnecessary burden on Employee.

1. UNAUTHORIZED DISCLOSURE OR USE OF THE COMPANY'S CONFIDENTIAL INFORMATION IS PROHIBITED.

(a) **CONFIDENTIAL INFORMATION.** "Confidential Information" as used in this Agreement refers to an item of information, or a compilation of information, in any form (tangible or intangible), related to the business of the Company that the Company has not made public or authorized public disclosure of, and that is not generally known, through proper means, to the public or others who would be able to use or get value from the information. Confidential Information will not lose its protected status under this Agreement if it becomes known to other persons through improper means such as the unauthorized use or disclosure of the information by the Employee or another person. Confidential Information includes the Company's trade secrets, but an item of Confidential Information need not qualify as a trade secret to be protected by this Agreement unless required by law. Company's exchange of Confidential Information with a third party in confidence for business purposes will not remove it from protection under this Agreement. Confidential Information further includes, but is not limited to, the following types of information as maintained within the Company's internal, non-public records:

(i) the identities of actual or prospective individual or institutional Company clients, investors and participants (including, but not limited to, names, addresses, telephone numbers, email addresses and/or social security numbers); any account, personal, business, financial and other confidential information pertaining to actual or prospective individual or institutional Company clients, investors and participants; any individual or institutional Company client, investor or participant lists, or any portion thereof; any information related to the assets and obligations carried in an account by an individual or institutional Company client, investor, or participant; any individual or institutional Company client, investor, or participant's positions, account valuation, and/or account performance history; and the Company's approach to and strategies for, geographically, territorially or otherwise, targeting, developing, maintaining, servicing and managing individual or institutional client or participant relationships;



(ii) information about the Company's previous, current, and/or contemplated products and services, activities, regions, territories, know-how, investment techniques and strategies, computer passwords, computer software designs and hardware configurations, training materials, policies and procedures, and research projects;

(iii) track records; market, financial, trade, and sales information and data; pricing; financial models or formulas; balance sheets; financial plans; strategic plans; business plans; growth plans; financial and business forecasts, budgets, and estimates; and any other information about profits, losses, surpluses, costs or expenses;

(iv) management-level employee analysis and file materials such as records regarding job performance, talent management/acquisition strategy, compensation strategy, benefits strategy or disciplinary files maintained by management personnel; business, financial and other operational information pertaining to Company vendors, suppliers, contingent workers and independent contractors; employee personal medical information, account information, or other highly sensitive and proprietary information; and vendor, supplier, contingent worker and/or independent contractor lists;

(v) the specific terms of the Company's agreements or arrangements, verbal or written, with any participant, client, investor, vendor, supplier, licensor, licensee, supplier or contractor with whom the Company may be associated, including, but not limited to, anything of value provided or received by the Company or the termination date or circumstances of any agreement or arrangement; and

(vi) any and all technical, proprietary or other information that the Company has a legal or ethical obligation to treat as confidential, or that the Company treats as proprietary, confidential, or for internal use only; that the Company has designated as confidential or proprietary; or, that the Employee knows should be, or has been, treated by the Company as confidential, in each case, whether or not such information is or was owned or developed by the Company and which shall include, but not be limited to, information relating to third parties that is provided to the Company during merger, acquisition, or divestiture activities, or documents, communications or other material that are or may be protected by the attorney-client privilege, the attorney work-product privilege or any other applicable legal privilege. The foregoing items of information are proprietary assets of the Company and are by agreement presumed to be trade secrets of the Company. This presumption of trade secret status will control unless clear and convincing evidence is presented by the Employee to prove



that the particular item at issue does not qualify as a trade secret.

(b) **LIMITED USE AND NONDISCLOSURE OBLIGATIONS.** The Employee will not engage in any unauthorized use or disclosure of Confidential Information. This restriction applies during employment and for so long thereafter as the information qualifies as Confidential Information. Unless authorized in writing by Company, the only authorized use or disclosure of Confidential Information shall be use or disclosure required in the ordinary course of the Employee's employment, consistent with the Employee's assigned duties and undertaken for the benefit of the Company. The foregoing shall not, however, be construed to prohibit an employee of Company (i) who is not in a management or supervisory role from using or sharing lawfully acquired information about terms and conditions of employment with Company (such as wages, benefits or working conditions) with others engaged in concerted activity protected by law (such as employees acting together to improve employment conditions or address job-related problems), or (ii) from providing testimony in response to or otherwise responding to any lawfully-issued subpoena, court order, or other compulsory legal process; provided, however, that if such testimony or response may require the disclosure of Confidential Information, prior to disclosing the Confidential Information, where allowed by law, the Employee shall provide Company as much notice (in writing to TIAA's Chief Compliance Officer) as is possible under the circumstances (presumably not less than seven business days), cooperate in any legal efforts of the Company to maintain the confidentiality of the information at issue (such as securing written assurances that confidentiality will be maintained) and disclose only that portion of the information that is legally required. Any request for documents or information addressed to the Company itself, or seeking the Company's position or response on any matter, must be referred to the responsible individual within the Company (if not the Employee) for an official response on behalf of the Company.

(c) **EMPLOYEE'S OBLIGATIONS REGARDING CERTAIN INFORMATION.** The Employee shall not use or disclose to the Company during the Employee's employment any confidential or proprietary information belonging to any other third party, including any former employers or former colleagues of the Employee, without authorization to do so from the third party.

2. NOTICE AND NON-INTERFERENCE OBLIGATIONS: The Employee stipulates that the confidentiality and non-disclosure obligations of this Agreement standing alone (as set forth in Section 1) are insufficient to provide Company with adequate protection of its trade secrets, goodwill and other protectable interests, and that it is reasonable and necessary for the protection of the Company's legitimate interests for the parties to further agree as follows:

(a) **DEFINITIONS.** As used in this Agreement:



(i) **“Business Relationship”** refers to the relationship between the Company and its vendors, suppliers, independent contractors, contingent workers, licensees and licensors;

(ii) **“Client”** means any individual or institutional client that is doing business with the Company, and any prospective individual or institutional client that is the subject (in whole or part) of a written or verbal bid, strategy or proposal by the Company or of demonstrable preparations by the Company to pursue a bid, strategy or proposal;

(iii) **“Material Contact”** means (I) engaging in communications with the Client about the Client’s actual or prospective business relationship with the Company; (II) supervising or coordinating the Client’s business dealings with the Company; or (III) obtaining or learning Confidential Information from or about the Client as a result of the Employee’s association with the Company;

(iv) **“Referral Firm”** means a third party that enters into a written services agreement (e.g., TIAA-CREF Advisor Master Agreement or Registered Advisor Master Agreement) with the Company;

(v) **“Solicit”** means to engage in any communication that knowingly assists, induces or encourages the other party to take a desired action regardless of which party first initiated contact or whether the communication was in response to a question or inquiry;

(vi) **“Termination Date”** is the date the Employee’s employment relationship with Company ends regardless of which party ends the relationship or why; and,

(vii) **“Damages”** refers to monetary compensation or other relief that Company may claim or assert entitlement to arising from breach of this Agreement by the Employee.

(b) **NOTICE OF TERMINATION OF EMPLOYMENT BY DESIGNATED EMPLOYEES.** If the Employee elects to resign from and terminate the Employee’s employment, the Employee must provide ninety (90) days of written notice (or electronic notice through the Company’s designated Human Resources system for communicating resignation from employment) of the Employee’s intention to resign and to end the Employee’s employment (the **“Notice Period”**). During any Notice Period, the Employee will follow the Company’s instructions regarding transition of duties and ongoing work responsibilities to whomever the Company directs. This includes an obligation by the Employee to use his or her best efforts to help the Company retain its clients and business relationships that the Employee has some material contact or



involvement with. During the Notice Period, the Employee shall not become employed by or engaged to provide any services to any third party without the prior written consent of the Company. During the Notice Period, the Company shall maintain its right to relieve the Employee of the Employee's job duties, to terminate the Employee's access to Company networks and communications systems and to require the Employee to provide the Company such services, or no services, as the Company may specify. **During the Notice Period, and except in circumstances as provided below, the Employee shall continue to be eligible to receive base compensation and to participate in all Company benefit plans and policies for which the Employee is eligible in accordance with the terms of such benefits plans or policies in effect from time to time.** The Company, while not having any obligation to provide the Employee with any period of notice of termination of employment, reserves the right, however, to accept the Employee's resignation and terminate the Employee's employment before the expiration of the Notice Period with no obligation for continued base compensation or employee benefits (as described in the preceding sentence) beyond the Employee's Termination Date by mutual agreement of the parties hereto or if Company concludes the Employee breached a term of this Agreement, violated a Company policy (including but not limited to the TIAA Code of Business Conduct) or unreasonably engaged in conduct that is inconsistent with TIAA's business needs or values.

(c) **RESTRICTION PROHIBITING INTERFERENCE WITH EMPLOYEES.** During the Employee's employment and for a period of six (6) months following the Employee's Termination Date, the Employee shall not, in person or through the direction or control of others (i) solicit, attempt to solicit, interfere with, or endeavor to cause any employee of the Company to terminate his or her relationship with the Company (except as may be required in the ordinary course of the Employee's employment with Company for Company's benefit) or (ii) induce or attempt to induce any employee to violate any legal obligations (contractual or otherwise) that he or she has to the Company.

(d) **RESTRICTION PROHIBITING INTERFERENCE WITH CLIENT RELATIONSHIPS.** During the Employee's employment (including any Notice Period) and for a period of twelve (12) months following the Employee's Termination Date, the Employee shall not directly or indirectly, on the Employee's own behalf or on behalf of any third party (including any Referral Firm), solicit, divert, take away, or attempt to solicit, divert, or take away any Client, with whom the Employee had Material Contact in the eighteen (18) months prior to the Employee's separation from employment, for the purpose of having such Client terminate, cancel, withdraw, reduce, diminish or limit, in any manner, the Client's relationship with the Company. The Employee stipulates that relationships between the Company and its Clients involve substantial goodwill and repeat business that is a valuable Company asset, and it is therefore reasonable to provide that such may not be misappropriated in violation of this Agreement for the Employee's own use or benefit or for the use or benefit of any third party, including any



Referral Firm.

(e) RESTRICTION PROHIBITING INTERFERENCE WITH OTHER BUSINESS

RELATIONSHIPS. During the Employee's employment and for a period of six (6) months following the Employee's Termination Date, the Employee shall not, in person or through the direction or control of others, solicit or attempt to solicit any party in a Business Relationship with the Company that the Employee had material dealings with or Confidential Information about during the last year of the Employee's employment with Company to terminate, cancel, withdraw, reduce, diminish, or limit, in any manner, its Business Relationship with the Company, except as may be required in the ordinary course of employment with Company and for Company's benefit.

(f) GEOGRAPHIC LIMITATIONS. Paragraphs 2(c) – (e) shall be deemed to have a reasonable geographic limitation because they are limited by their nature to only those specific region(s) where the person or entity that the restriction limits solicitation of or interference with is located and available for solicitation or interference. If on the Termination Date the region or geography covered is not clear to the Employee, the Employee will submit a written request for clarification to the Employee's immediate manager as of the Termination Date, and failure to do so will waive the Employee's right to claim ambiguity or a lack of understanding at a later time.

(g) SPECIAL REMEDIES. The Employee agrees that any violation of Section 2 of this Agreement will cause the Company to suffer damages that may be difficult to quantify at the time of the violation. Therefore, the parties agree that the special remedies below will address situations where a breach occurs prior to or in spite of injunctive relief or other remedies compelling specific performance, and that these formulas and values represent reasonable estimates of damage the Company will incur for such violations:

(i) If the Employee breaches Paragraph 2(c) of this Agreement and this causes (directly or indirectly) an Employee to leave the Company, the Employee will pay the Company a sum equal to 75% of base salary paid to the departing employee (at such employee's last applicable rate of base pay with the Company) to cover the direct and indirect costs of training a replacement for the employee. This payment shall be in addition to, and not lieu of recovery for any other actual or consequential damages suffered beyond direct and indirect training costs, or an order of specific performance, injunctive relief or other remedies designed to prevent further violations of this Agreement.

(ii) If the Employee breaches Paragraph 2(d) of this Agreement and this causes (directly or



indirectly) the Company to lose the business of the Client, the Employee agrees to pay to the Company, in addition to all other remedies available (including injunctive relief), as liquidated damages, and not as a penalty, for each Client for whom the Employee performs services following termination of employment with the Company the amount (as applicable) of: (a) the revenue received from each Client by the Employee or any entity with which the Employee associates during the twelve-month period following the Employee's termination from employment with the Company or the revenue received from each Client by the Company during the twelve-month period preceding the Employee's termination from employment with the Company, whichever amount is greater; and (b) the amount of any incentive compensation payment that the Employee received in the year preceding the termination of employment with the Company, plus, for employees whose position involves Client contact for business relationship purposes, the value (as computed by the Company) of the Company's investment in the Employee's retention, including without limitation the Company's incurred costs in recruiting, training and developing the Employee, which the Employee acknowledges is a minimum of the INR equivalent of \$25,000.

(iii) If the Employee breaches a post-employment restriction in this Section 2, then the post-employment time period for the violated restriction shall be extended by one day for each day the Employee is in violation of the restriction but not to exceed a length of time equal to the period of post-employment restriction originally provided for, so that Company receives the length of compliance originally provided for in this Agreement.

3. THE COMPANY'S OWNERSHIP OF WORK PRODUCT

(a) **WORK PRODUCT DEFINED.** "Work Product" means any information or material, regardless of form, that the Employee may directly or indirectly generate or produce (whether or not patentable, registrable, recordable or protectable by copyright and regardless of whether the Company pursues any such protection), including, but not limited to, software, source code, copyrights, trademarks, service marks, domain names, domain name registrations, documentation, memoranda, concepts, ideas, designs, inventions, processes, new developments or improvements, and algorithms, which do not infringe upon or violate and will not infringe upon or violate any other information, material, intellectual property or proprietary right of any third party. Work Product also includes, but is not limited to, present and future discoveries, strategies, analyses, research and any other intellectual property, whether or not patentable, registrable, recordable or protectable by copyright).

(b) **WORK PRODUCT IS COMPANY PROPERTY.** All Work Product of the Employee that (i) is developed within the scope of the Employee's employment or with the assistance of Confidential Information, equipment, tools, facilities, personnel, or other resources or (ii) relates



to a line of business that Company is engaged in or may reasonably be anticipated to engage in based on actual or demonstrably anticipated research or development shall be considered Company property and “works made for hire”; and, as a result, all copyrights, mask rights, moral rights, and rights of control, development, distribution, and reproduction of every kind shall be deemed solely and exclusively owned by the Company. The Employee hereby irrevocably, absolutely and perpetually assigns, transfers, and conveys to the Company, the Employee’s entire right, title, and interest in and to all such Work Product, and in and to all patent, copyright, and trademark applications and patents, copyrights, and trademarks for such Work Product. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 of India, any assignment in so far as it relates to copyrightable material shall not lapse, nor shall the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee shall keep accurate records of all Work Product and, within ten (10) days of any written request by the Company, disclose fully in writing to the Company all Work Product that the Employee has conceived or developed, in whole or in part, during the Employee’s employment. The Employee shall execute all documents or instruments the Company may request or deem necessary and take all other lawful actions at the Company’s expense that the Company may request to vest, protect, memorialize, maintain, or exploit the Company’s right, title, and interest in and to any Work Product.

(c) **CERTAIN WORK PRODUCT NOT DEEMED COMPANY PROPERTY.** The Employee shall not be required to assign, transfer or convey to the Company any right, title or interest that the Employee may have in or to any Work Product that the Employee invents, discovers, makes, or conceives during the Employee’s employment if, and only if, (i) no Company property, including Confidential Information, is or was used in the Work Product’s creation; (ii) the Employee developed the Work Product entirely on the Employee’s own time; (iii) the Work Product does not relate to the Company’s business or any Company research or development; and (iv) the Work Product is not in any way a result of any work the Employee performed for the Company. It is the Employee’s burden to demonstrate that Work Product is not deemed Company property.

(d) **COMPANY’S LICENSE TO USE INTELLECTUAL PROPERTY.** The Employee hereby grants to the Company a perpetual, irrevocable, fully paid-up, royalty-free, worldwide license to the use and control of any item of intellectual property (be it invention, work, idea, discovery, development, or other), whether or not conceived or created during employment, that is incorporated into a product or service of the Company by the Employee, alone or with others, and to which the Employee retains ownership rights that are not otherwise assigned, transferred or conveyed to the Company through this Agreement.



4. EMPLOYEE MUST RETURN ALL COMPANY PROPERTY. The Employee shall not remove any Company property, regardless of form and including, but not limited to, Confidential Information, from the Company's premises, except as authorized and required for the Employee to perform the Employee's job duties. The Employee shall also diligently search for and promptly surrender to the Company, upon request during the Employee's employment, and immediately upon the Employee's Termination Date, any Company property existing in tangible, written or electronic form in or under the Employee's possession or control, including, but not limited to, assets and property documents, Confidential Information, records, client or prospective client information, employee information, vendor or supplier information, contractor information, financial data or material of any kind, sales material, technical data, credit cards, badges or entry cards, keys, key fobs, laptop computers, handheld or mobile devices, software, disks, blackberry mobile device, cell phone, files, books, papers, information, memos, compact disks, data files, computer programs and any other equipment belonging to the Company. The Employee irrevocably permits the Company to inspect any equipment or materials provided by the Company to the Employee upon request by Company or on the Employee's Termination Date. Following the Termination Date, the Employee shall certify compliance with this Section upon request by the Company. The Employee will be liable to pay damages including cost of such goods, equipment etc. as may have been provided to the Employee by the Company in case the property is not returned to the Company in good condition.

5. COMMUNICATING ABOUT THE COMPANY AFTER SEPARATION. A former employee shall not, after separation from employment with the Company, directly, indirectly or anonymously, make or cause to be made about the Company: (a) any statements or comments, through the Internet, industry outlets or channels, social media, television, radio, print media, or before or to any other audience (including to current, former or prospective Company clients, participants or employees), stating or implying that the Company's services or business practices are or were inconsistent with industry standards, unlawful or otherwise improper; or (b) any statements or comments through the Internet, industry outlets or channels, social media, television, radio, print media, or before or to any other audience (including to current, former or prospective Company clients, participants or employees) that harass (as defined in the Company's Equal Employment Opportunity Policy), threaten, or make knowingly false statements against the Company's trustees, representatives, officers, directors, or employees.

6. EMPLOYEE MUST NOTIFY FUTURE EMPLOYERS OF THESE OBLIGATIONS. The Employee shall disclose the Employee's obligations under this Agreement to any prospective or future employer or contractor before commencing employment with or providing services to any such employer or contractor. This obligation shall remain in force for three years following the Employee's separation from employment with the Company or for the Employee's next



three places of employment (or contracting/consulting), whichever occurs sooner. The Employee shall provide any such employer or contractor with a copy of this Agreement, whether or not requested by such employer or contractor. The Company retains discretion to notify any such employer or contractor at any time of the existence of this Agreement, the Employee's obligations under same and any concerns as to possible noncompliance by the Employee. The Employee consents to such communication by the Company to any future employer or contractor of the Employee's at any time and agrees not to assert any claim or cause of action against the Company based on such a communication. [This provision does not relieve the Employee of any ongoing obligations set forth in this Agreement that require compliance beyond three years from the Employee's separation from employment.]

7. A COURT OF LAW MAY COMPEL EMPLOYEE TO HONOR THESE OBLIGATIONS. The Employee's actual or threatened breach of this Agreement shall entitle the Company to temporary, emergency, preliminary, and permanent injunctive relief to compel the Employee's specific performance of the Employee's obligations under this Agreement, it being agreed that any breach or threatened breach of this Agreement by the Employee would cause immediate and irreparable injury to the Company that could not be adequately compensated by money damages. Notwithstanding any requirement to arbitrate the ultimate merits of any claim for the Employee's breach, including any requirement imposed by the Financial Industry Regulatory Authority's Code of Arbitration Procedure (if applicable), the Company shall be entitled to obtain temporary, emergency, or preliminary injunctive relief in court. If arbitration applies, such court shall have equitable authority to engage in partial enforcement or reformation of the Agreement as needed for temporary enforcement to avoid irreparable harm pending a final award or other relief awarded in arbitration. The Company shall be entitled to expedited discovery without the need for a court order authorizing such discovery, including depositions, in connection with any proceeding alleging breach or threatened breach of this Agreement, regardless of whether expedited discovery would otherwise be available under applicable law. Nothing herein prohibits Company from seeking other equitable or legal remedies for a breach or threatened breach, including the recovery of money damages. Company will be entitled to reasonable attorneys' fees, expenses, and costs incurred with respect to any action to enforce this Agreement, including costs associated with computer forensics and the retention of experts. The Company shall be deemed the prevailing party for purposes of recovering its attorneys' fees and costs described above if it recovers any element of injunctive relief or damages, even if the relief granted is less than what the Company sought or the Court needs to reform the Agreement to enforce it.

8. FORM OF PARTIES' SIGNATURES AUTHORIZED. The parties acknowledge that the form of signature provided below is binding upon them as follows:



(a) If electronic signature is requested by the Company, Employee affirms his/her voluntary intent to enter into and authenticate this Agreement by electronic means. Employee understands and agrees that his/her electronic signature has the same binding effect as Employee's actual written signature. Employee affirms that he/she is the sole signer of this Agreement by electronic means, and that no forgery, alteration or other concern exists as to the validity of Employee's execution of this Agreement in this manner. Employee understands that this Agreement may be requested or made available in non-electronic form without cost.

(b) The Company name, designated officer, department and corporate logo/trademark printed in the Company Representative section below acts as the Company's signature, reflecting its intent to execute and authenticate this Agreement.

9. SURVIVAL. This Agreement will remain in effect despite any change in the Employee's position, duties, salary, or other terms of employment with Company (including any successor TIAA-affiliated employing entity). The post-employment obligations of the Employee shall survive the end of the Employee's employment regardless of whether the Employee or Company terminates the employment relationship or why. This Agreement shall not be construed to limit or replace any legal duties the Employee would otherwise have to the Company absent this Agreement. The existence of any claim or cause of action by the Employee against the Company based on alleged duties or obligations arising outside of this Agreement, in whole or in part, shall not be a defense to the enforcement of this Agreement by Company.

(a) If a restriction on the Employee herein is ruled overbroad and unenforceable as written or pursuant to any governing occupational rules of professional conduct (as applicable), then the ruling Court or arbitrator (if applicable) shall enforce the restriction in such narrower manner as is necessary for lawful enforcement in the jurisdiction and if needed reform the Agreement to the extent necessary for such enforcement. If despite the foregoing a provision of this Agreement remains illegal or unenforceable as determined by a Court, then said provision shall be treated as if absent and never included in this Agreement and it shall not affect the validity or enforceability of any other provision of this Agreement.

(b) The Employee may have previously entered into other agreements with the Company that impose restrictions and/or obligations on the Employee concerning topics covered in this Agreement. This Agreement supersedes and cancels all prior or contemporaneous written agreements specifically titled "Confidentiality and Non-Solicitation Agreement" or "TIAA Confidentiality and Non-Solicitation Agreement" that the Employee may have entered into with the Company, but no others; provided, however, that if this Agreement is found to be void or unenforceable by a Court, then any prior agreement between the parties concerning the same



subject matter that was replaced by this Agreement will no longer be considered superseded and will spring back into effect and application as if never superseded. If any written agreement between the Employee and the Company that is not specifically superseded by the preceding sentence imposes restrictions and/or obligations on the Employee that conflict with terms in this Agreement, those restrictions and/or obligations that the Company deems more protective of its interests shall govern.

10. OTHER MISCELLANEOUS PROVISIONS. The terms of this Agreement and any disputes arising out of it shall be construed under and governed by the laws of India notwithstanding any conflict of law principles of any jurisdiction to the contrary. This Agreement shall inure to the benefit of Company, Company's parent, subsidiaries, affiliates, companion companies, successors and assigns, and will bind Employee, and Employee's heirs, executors, and administrators. Employee consents to the assignment of this Agreement by the Company at its discretion. Without the need for any such assignment, Employee's obligations to the Company under this Agreement shall extend to TIAA and any affiliate, companion entity or subsidiary of TIAA, now existing or formed in the future, that employs Employee, that Employee provides services to, or from which Employee receives Confidential Information, any one or more of which may enforce this Agreement to protect its legitimate business interests and all of which shall be considered part of Company for such purpose. Employee's obligations under this Agreement are personal in nature and shall not be assigned by Employee to another party. This Agreement may not be modified or amended by the parties except in writing as authorized by the Company expressly stating an intent to do so; any modification or amendment of this Agreement to Employee's benefit (as determined by the Company) shall not require further electronic or written execution by Employee. No waiver by Company of a breach by Employee shall be deemed to be a waiver of any subsequent or separate breach.

The paragraph headings in this Agreement are inserted for convenience only and are not intended to affect the interpretation of this Agreement.

11. EMPLOYEE'S AFFIRMATION OF THOROUGH REVIEW. EMPLOYEE AFFIRMS THAT EMPLOYEE HAS CAREFULLY READ THIS AGREEMENT, KNOWS AND UNDERSTANDS ITS TERMS, CONDITIONS AND EFFECTIVE DATE, AND HAS HAD THE OPPORTUNITY TO ASK ANY QUESTIONS THAT EMPLOYEE MAY HAVE HAD PRIOR TO SIGNING THIS AGREEMENT.

TIAA Global Business Services India Private Ltd.

* * *



ACCEPTANCE

I, Nikhil Ravindra Jadhav, hereby accept the terms and conditions of this offer (including the terms and conditions of the Schedules attached herein) for employment with TIAA GLOBAL BUSINESS SERVICES (INDIA) PRIVATE LIMITED (“the Company”) and agree to join on September 26, 2022 or such later date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Further, as part of this offer acceptance, I agree to have understood my compensation structure (break up), including discretionary annual performance based variable pay, organizational hierarchy, scope and level of the role offered to me.

The attached contract is comprehensive and there are no other explicit or implied commitments or promises made to me by TIAA GBS or any of its affiliates or Partners.

I also acknowledge that I have received satisfactory clarifications to all my queries.

Sign1: {{Sig_es_:signer1:signature}}

Name: Nikhil Ravindra Jadhav



pravin shinde <pravin.shinde@ggsf.edu.in>

Fwd: Pooja Manik Ingale -TCS (Joining Letter).

tejashri kulkarni <tejashri.kulkarni@ggsf.edu.in>
To: pravin shinde <Pravin.Shinde@ggsf.edu.in>
Cc: Natraj VM <vm.natraj@ggsf.edu.in>

6 April 2022 at 14:34

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

From: **Pooja Ingale** <pooja.ingale1888@gmail.com>
Date: Wed, Apr 6, 2022 at 2:17 PM
Subject: Pooja Manik Ingale -TCS (Joining Letter).
To: tejashri.kulkarni@ggsf.edu.in <tejashri.kulkarni@ggsf.edu.in>

Please find Screenshot below.



Ref: TCSL/DT20219069757/1695601/Lucknow
Date: 14 December 2021

MS. POOJA MANIK INGALE
Plot No-2,Bhavganga Soc-A,Kartikey Nagar, Kamatwade Iti Ambad Link Road,
Khutwad Nagar, Nasik,
Maharashtra-422008.
Tel# 917776077357

Sub: Joining Letter

Dear Ms. Pooja Manik Ingale,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **23rd December 2021** . your joining

location is **Mumbai** , work location is **Mumbai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Karavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH11995PLCOB4781

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Thanks & Regards,

Mrs. Tejashri A.Kulkarni.

Assistant Professor in Department of Civil Engineering

Guru Gobind College of Engineering and Research Centre, Nashik

**"Please consider the environment before printing this email! Every 3000 A4 paper costs one tree. Please do not print unless you really need it."
Go Green!!**

Institute Vision

An institute striving for excellence in providing transformative academic education and stimulating environment for research to enhance skills for developing intellectuals and to inculcate quality education with social and technical knowledge which will benefit the society and industrial challenges.

Date: 07 Oct 2022

Mr Pramod Santosh Kadam
Pimpalgaon WakhariTal

Deola 423102

Employee No: 2606849
Dear Mr Pramod Santosh Kadam

Appointment Letter

We are pleased to appoint you in our organization as Officer subject to the following terms and conditions:

1. Your contract will commence from 07 Oct 2022 and expire on 07 Oct 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 07 Oct 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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Doc ID: TL/CEC29A29F19

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The Company reserves the right to conduct background verification through an external agency for which company may share your personal and employment details with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated.
14. Employee contribution towards insurance premium would be deducted from monthly salary, if opted for floater policy under the Group Medical Coverage.
15. The nature of your relationship with TeamLease will be that of contract of service from 07 Oct 2022 and expire on 07 Oct 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



Ref. ABL/MSS-2020/254

Date - 18-01-2021

To,
Mr. Prasad Dandawate
S/o Mr. Sumant Dandawate,
102, Shubh Apt., Kathegalli, Dwarka,
Banakar Mala, Nashik-422011, Maharashtra
Contact No : 8407901274

Ref: Your application dated 24-11-2020 to engage you as a Graduate Engineer Trainee(GET) at our Tumkur-Shivmogga-Sec III (Banwara to Bettadahalli) in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year

Dear Prasad,

With reference to the above we are pleased to engage you as a "Graduate Engineer Trainee" in our company on following terms & conditions:

- 1 You are engaged purely as a Graduate Engineer Trainee in EQA Department and you will report for work to Department Head
- 2 Your period of training is that of 12 months i.e from dt 27-01-2021 to dt 26-01-2022. Based on your overall performance during training period the same can be either curtailed, terminated at any time without any prior notice/ notice pay in respect thereof at the discretion of management. After successful completion of your training period, your services will be transferred to any of our On-going projects as per available vacancy.
- 3 Your monthly stipend during the period of said service is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
- 4 You will be eligible at project site economical type of Bachelor accomodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
- 5 All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
- 6 You are requested to report to Site HR(Mr. Rohit Jagtap: 9071774717) on the day of joining who will complete your joining formalities and induct you to the Department Heads.
- 7 At the time of joining you are required to submit the following documents : Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), Saving Account details of State Bank Of India/ Axis Bank Limited/ Bank of Maharashtra/ IDFC First Bank/ RBL Bank/ Yes Bank.
- 8 In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
- 9 That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
- 10 On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation (Office or Site) on new terms and conditions of employment which will be intimated to you at that time in writing.
- 11 From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.
- 12 In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
- 13 Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
- 14 You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.

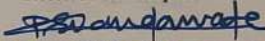
- 15 You shall not during this training period be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
- 16 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 17 You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
- 18 You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
- 19 Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
- 20 Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
- 21 In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
- 22 You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, Bank etc. to the extent and on need to know basis.

For Ashoka Buildcon Limited

Smit Sarna

General Manager (HR & Admin)

Received & Accepted


PRASAD SUMANT DANDAWATE

(Name, signature & date)

Stipend Structure

Name of the Employee :	Prasad Dandawate	Grade : B	Company : ABL
Designation & Dept :	Graduate Engineer Trainee (EQA)	Band: O	WEF :
Pay Structure Group :	AB02	Sub Group :	L19-Staff
(A) Monthly Stipend			
	% On Basic	Amount per month	Amount per annum
Basic Pay	Fixed	7500	90000
House Rent Allowance	20%	1500	18000
Transport Allowance	0%	0	0
Washing Allowance	10%	750	9000
Medical Allowance	0%	0	0
Project Allowance	Fixed	0	0
Child Education Allowance	Fixed	0	0
Transport Expenses	Fixed	2950	35400
System Allowance *	Fixed	0	0
Customary Bonus	Fixed	1250	15000
Special Allowance	0%	0	0
Sub Total (A)		13950	167400
(B) Reimbursements **			
		Amount per month	Amount per annum
Attire Reimbursement	Fixed	0	0
Vehicle Reimbursement	Fixed	0	0
Leave Travel Assistance	Fixed	0	0
Sub Total (B)		0	0
(C) Retiral Benefits			
		Amount per month	Amount per annum
Employer PF Contribution	12%	1050	12600
Employer Superannuation Contribution	Fixed	0	0
Employer National Pension Scheme	Fixed	0	0
Sub Total (C)		1050	12600
(D) Other Benefits			
		Amount per month	Amount per annum
Retention / Incentive***	Fixed	2000	24000
Performance Linked Variable Pay / Special Performance Incentive **	Fixed	0	0
Sub Total (D)		2000	24000
Cost to Company (A+B+C+D)		17000	204000

Note:

- ** System Allowance will be paid quarterly.
- All above components are subject to salary days.
- You will be entitled for leaves as per company policy.
- Group Health Policy (Floater): Total Rs. 2 Lac for family (Husband, Wife and two dependent children upto the age of 25 years).
- Group Personal Accident Policy: Rs. 10Lacs /-per employee in case of death).
- Gratuity will be paid as per the guidelines mentioned in the Payment of Gratuity Act.
- All statutory deductions will be to your account.
- You will be also eligible at project site economical type of Bachelor Accommodation on sharing basis and food subsidy or a fixed allowance as per company policy.
- *** The Retention / Incentive amount mentioned above shall be paid after successful completion of 12 months of service, if you leave service early you will not be eligible for any retention / Incentive.
- Your compensation is personal and confidential to you. Sharing / disclosing the same with any body other than designated authority is not permitted. The company reserves the right to change, modify or alter the compensation structure and other terms of services.

Candidate ID: 4208845 /589015,

Date of Joining: 12/15/2020,

Joining Location: Bangalore,

Designation: Senior Analyst,

Dear Priyanka Suresh Chaudhari,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 AM IST at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p><u>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</u></p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4208845 /589015,

12/14/2020,

Priyanka Suresh Chaudhari
SHASTRI NAGAR, BHATWAL TALKIES, KHARJAI ROAD,
Chalisingaon ,Maharashtra,
India

Confidential

Dear Priyanka Suresh Chaudhari,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **12/15/2020** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Senior Analyst/A5**

B) You will be required to work at the Company's offices in location **Bangalore**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 380,006.00 (Rupees Three Lakh Eighty Thousand and Six only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Priyanka Suresh Chaudhari

Senior Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,860.00	Rs 130,320.00
House Rent Allowance	Rs. 5,430.00	Rs 65,160.00
Other Reimbursements & Allowances#	Rs. 5,285.00	Rs.63,420.00
Personal Allowance	Rs. 4,140.00	Rs. 49,680.00
Advance Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs.28,695.00	Rs. 344,340.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.6,264.00
Total Fixed Compensation		Rs.372,204.00
Total Cash Compensation		Rs. 372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 380,006.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF will be made from the monthly salary.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 15-December-2020, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
You fill the complete Back ground verification link given along with the welcome mail of the offer.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity(except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen(15)days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Priyanka Suresh Chaudhari

Date: 12/14/2020

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. **CURRENT WORK LOCATION:**

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. **DUTIES AND RESPONSIBILITIES:**

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. **COMPENSATION:**

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of

the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that

effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively '**Developments**') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and

models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively '**Moral Rights**'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae,

documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you

agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Cag Gemini. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the"Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1.That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3.That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4.That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6.I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information inCompany's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:



Theme/NHAI/IE Sinnar-Shirdi/2021/1156

Date: 12.07.2021

Mrs. Priyanka Ajay Satve

Address: Vijay Nagar, sinnar, Nashik

Pincode.422103.

Mobile No.: +91 8767323053

Email: priyankasatve96@gmail.com

Re: - Appointment for the position of **Computer Operator**.

Sub: - Independent Engineer services for Four Laning of Sinnar to Shirdi section of NH 160 from Design Ch: km 0/000 to km 50/943 (including Sinnar Bypass) in the State of Maharashtra on Hybrid Annuity Mode.

Dear Mrs. Satve,

With reference to your application and subsequent discussions we had with you, we are pleased to appoint you for the referred project as **Computer Operator**. Your all inclusive monthly remuneration shall be **INR 11,000 (Total Rupees Eleven Thousand only)** which shall be paid on monthly basis as per actual presence at site and as approved by client. The following terms & conditions shall be applicable: -

1. Your assignment shall be for (Scheduled period of project completion) or earlier in case of early completion or extension of project period, if any or your termination whichever is earlier.
2. Your job responsibilities & remuneration etc. shall be governed by the contract agreement signed with the client/NHAI and shall applicable *mutatis mutandis*.
3. Your all inclusive monthly remuneration is inclusive of medical allowance towards premiums for Life, Medical & Health Insurance and medical needs therefore, in accordance of your social liabilities you take care for adequate Life & Medical insurance coverage for you & your family well in time and the company shall not be further liable in this respect.
4. No other allowances and benefits other than above are payable. All taxes and levies including Income Tax, etc will be deducted as per present Laws and as amended by the government from time to time.
5. The above remuneration shall be paid on monthly basis as per your actual presence at work/site and as approved by the client.
6. You shall not undertake any other direct / indirect business or work honorary or with remuneration during the period of the assignment.
7. You shall not disclose any official information to any person and handover all documents/information to your section in charge before leaving the job.
8. Your services may be terminated any time with immediate effect in case your performance is reported to be unsatisfactory by superiors /client or your willful absence from duties, or any misconduct with the superiors, forfeiting all your dues.
9. Termination of the contract from your side without giving three months prior notice shall lead to forfeiture of all your dues.

10. You may be placed at any unit / office / branch of the company, either in existence or which may be set up in future, anywhere in India in any project.
11. Absence from the project site without any information and taking leaves without approval of this office shall be treated as leaving the project without serving due notice leading to forfeiture all dues and termination of the agreement. Availment of leaves shall be with prior approval / sanction by the Authorized Representative of the company so nominated for the project.
12. All disputes shall be resolved in Judicial Jurisdiction of Jaipur only.

13. Misconduct:

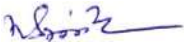
If any time, you are found guilty of misconduct, commit any breach of this contract of employment or refuse or willfully neglect to perform to the satisfaction of the management, the company may at once without any previous notice, terminate the contract of your employment solely at your risk, cost and responsibility.

14. Ethics:

You are required to deal with the company's money, material and documents with utmost care, honesty and with professional ethics. If you found guilty, at any point of time of moral turpitude or dishonesty in dealing with the company's money, material or documents or theft or any information or misappropriation regardless of the value involved, your services will be terminated immediately.

This letter is being sent to you in 2 copies, the second copy may please be returned to this office duly signed to confirm your acceptance of this offer.

For Theme Engineering Services Pvt. Ltd,



(Chief General Manager)
Authorized Signatory

I have read and understood the above and agree to the terms and conditions stated therein and I am also aware of the fact that client shall not accept any replacement till the project is completed; therefore I shall be available for the entire duration of the project.

Date:

Mrs. Priyanka Ajay Satve

Address: Vijay Nagar, sinnar, Nashik
Pincode.422103.

Offer Letter

To,
Mr. Chetan Bhaskar Raut
Swami Vivekanand Nagar Plot No.17
Sur No 414, Makhamalabad
Nashik-422003

Date: 11/02/2021

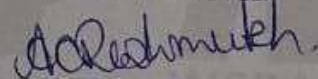
Subject: Offer letter

Mr. Chetan Raut

With reference to the discussion you had with us, we are pleased to offer you the position as **Trainee** on following terms & conditions. Your posting will be at our Head of Office Nashik but you are required to visit our site, Maharashtra, whenever required. You will receive the detailed appointment letter on joining your duty. Your association shall be with us beginning on or before 11th Feb 2021.

- 1) Your Salary will be Rs. 8000/- PM Gross (Rs. Eight Thousand Only).
- 2) Your Salary will be paid as per norms of the company.
- 3) You will be on probation for a period of six month.
- 4) In case you wish to disconnect of relationship for any reason, you will have to observe 30 days notice period or to pay compensation thereof.
- 5) You will observe the schedule time for attending as per the norms of the company. However, during the exigency of work, have to stay for the same.
- 6) You will report to your Head of Department till further instructions.

For HPM INFRA LLP



Authorised Signatory

F/HRD/01/00

Prothious

ENGINEERING SERVICES

Ref: PES/Nsk/F-22/Offer/

4 October 2021

To,

Mr. / Ms. Rohini Ramdas Desale

Askhead Road, Gorane, VTC-Gorane, PO:Akhatwade,

Sub District-Baglan, District-Nashik,State-Maharashtra-423301

Dear Mr. / Ms. Rohini Ramdas Desale

Sub: Offer Letter

Subsequent to your application and interview you had with us, we are pleased to offer you a position of "Trainee Detailer" in TR 1 Grade –at our Nasik Office.

Your joining us, will be from 4 October 2021, on the salary of Rs. 14,000/- (Rupees Fourteen Thousand only) per month Gross CTC.

Your Appointment is conditional to the assumption that this will be your sole activity and you shall not indulge in any other employment or business activity during the course of your employment with us.

You are requested to report at our Nasik Office on 4 October 2021 at 9.30 am for further assignment. Your Letter of Appointment will be handed over on your joining.

We look forward to have a happy and fruitful association with you.

Kindly confirm your joining on the said date and time.

Yours sincerely,

For Prothious Engineering Services Pvt. Ltd




Shashank B. Joshi

Sr. Manager HR

Received & Accepted

(Rohini Ramdas Desale)

PROTHIOUS ENGINEERING SERVICES PVT. LTD.

Regd. Office : A - 213 in Dynasty Business Park, Andheri Kurla Road,
Andheri (East), Mumbai - 400 059. Tel : 022 49795255

CIN : U 74210 MH 2005 PTC 151891

NASIK 489, Priyanka Pride, Mahatma Nagar, Nasik - 422 007.
Tel.: (+91-253) 6639700

CHENNAI 16/22, SVP Nagar, Arumbakkam, Chennai - 600 106.
Tel.: (+91-44) 66912700

Date:06-12-2021

Welcome Note

Dear **Ms. Ronak Abdul Shaikh**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.


To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 06-12-2021

To,
Ms. Ronak Abdul Shaikh,
Empcode -1532084

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Business Development Executive, for a fixed period of employment, on the following terms and conditions:


1. Your contract of employment shall be valid for a period of 6 months from 30-11-2021 to 29-05-2022. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRV scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 300000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at SORTING HAT TECHNOLOGIES PRIVATE LIMITED. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstads processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Ronak Abdul Shaikh have read and hereby accept the above mentioned terms and conditions

Signature : 2272994

Date : 06-12-2021 19:30:37

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Date: 06-12-2021

Ms. Ronak Abdul Shaikh,
Empcode -1532084

DEPUTATION LETTER

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to SORTING HAT TECHNOLOGIES PRIVATE LIMITED with effect from 30-11-2021 at their BANGALORE office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 30-11-2021, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from SORTING HAT TECHNOLOGIES PRIVATE LIMITED and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by SORTING HAT TECHNOLOGIES PRIVATE LIMITED.
5. You shall be bound to follow the working hours of SORTING HAT TECHNOLOGIES PRIVATE LIMITED.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside SORTING HAT TECHNOLOGIES PRIVATE LIMITED and use such information only in connection with the service provided to SORTING HAT TECHNOLOGIES PRIVATE LIMITED.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against SORTING HAT TECHNOLOGIES PRIVATE LIMITED. This arrangement is purely a contractual agreement between Randstad and SORTING HAT TECHNOLOGIES PRIVATE LIMITED for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of SORTING HAT TECHNOLOGIES PRIVATE LIMITED or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of SORTING HAT TECHNOLOGIES PRIVATE LIMITED entrusted to you in the due discharge of your duties and shall indemnify SORTING HAT TECHNOLOGIES PRIVATE LIMITED when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Ronak Abdul Shaikh have read and hereby accept the above mentioned terms and conditions

Signature : 2272994

Date : 06-12-2021 19:30:37

Schedule A
Assignment Details of Ronak Abdul Shaikh

Name	Ronak Abdul Shaikh
Client Name	SORTING HAT TECHNOLOGIES PRIVATE LIMITED
Place of Deputed	BANGALORE
Designation	Business Development Executive
Start date of Assignment	30-11-2021
End date of Assignment	29-05-2022

Annexure 1:Salary Break - Up Details

Component	Monthly	Yearly
Basic	17,500.00	210,000.00
House Rent Allowance	7,000.00	84,000.00
Statutory Bonus	1,458.00	17,496.00
Other Allowance	1,597.00	19,164.00
Gross Salary	27,555.00	330,660.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	495.00	5,940.00
EDLI	75.00	900.00
PFADMIN	75.00	900.00
CTC (Cost to the company)	30,000.00	360,000.00
Employee's Contribution to EPF	1,800.00	21,600.00
Net-Take Home	25,755.00	309,060.00

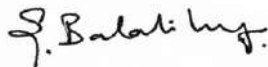
Pls You're eligible for Rs 2000/- against BYOD (Buy Your Own Device) & Rs 1200/- for Internet allowance, this amount is over and above your CTC.

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



2272994

Authorized Signatory
Balakrishnan S
 Head - HRSSC

Ronak Abdul Shaikh

Registered Office :

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 Randstad House,
 Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
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 www.randstad.in

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accepts or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Ronak Abdul Shaikh have read and hereby accept the above mentioned terms and conditions

Signature : 2272994

Date : 06-12-2021 19:30:37

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Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstads Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeputed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

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Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

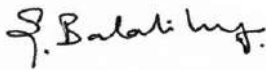
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It maybe updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy,during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

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Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Ronak Abdul Shaikh

Title

Business Development Executive

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

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Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
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Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 30-11-2021 day of 2021 at BANGALORE by Mr/Ms Ronak Abdul Shaikh Son/Daughter of Abdul Shaikh aged about 23 years and residing at Plot No 10, Nafe Moin Nafe Bunglaow, Vander Road, Chatrapati Colony, Vihitgaon, Near New Water Tank, Nashik, 422101 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

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The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Ronak Abdul Shaikh

Title

Business Development Executive

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

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Self-Declaration & Undertaking form

Name: Ronak Abdul Shaikh
Deputee ID: 2272994
Empcode -1532084
Designation: Business Development Executive
Service Function / Vertical :
Centre / Location : BANGALORE

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed : 2272994

Date : 06-12-2021

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DirectCore/MASE/RH9192600/262511/Mumbai - Goregaon/December/V0

PRIVATE AND CONFIDENTIAL

December 22, 2021

Rushikesh Kailas Ugale

**Samartha Park House No-7 Jadhav Sankul, Near Satpur Ambad Link Road,
Churchle Shivar**

Nashik

India .

Dear Rushikesh Kailas Ugale,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Delivery Trainee, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 2,75,000/- (Rupees Two Lakhs Seventy-Five Thousand Only)** per annum
- This above-mentioned salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we

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CIN: L3007KA1992PLC025294



believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on December 24, 2021 at Mumbai - Goregaon. The reporting time is **10:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

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ANNEXURE - 1

Name	RushikeshKailas Ugale
Band	Band 5
Level	Level 1
Title	Delivery Trainee
Salary Component	Amount (in Rs./Month)
Basic	8,333
House Rent Allowance	4,467
Leave Travel Allowance	NA
Special Allowance	2,083
Ex-Gratia / Bonus*	3,200
Total Fixed Cash	18,083
Variable Pay**	1,042
Employer Provident Fund	1,250
Medicclaim Insurance Premium	458
Target Cost to Company	20,833
Target Cost to Company (per annum)	2,50,000

Note:

* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) Hours of Work

- 1.1. A working day shall comprise of nine hours.
- 1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
- 1.3. At times you may be required to work beyond 8 working hours.
- 1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) Place of Employment

- 2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
- 2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) Salary and Benefits

- 4.1. Mphasis reviews employee compensation periodically and you may be eligible for salary increase based on review. However, any salary increase shall be at Company's sole and absolute discretion which is dependent on Organization's as well as Individual performance.
- 4.2. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
- 4.3. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) Relocation

You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

6) Group Insurance, Provident Fund and Gratuity

- 6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:
 - 6.1.1. Group Mediciam Policy (for all employees)

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6.1.2. Group Gratuity- scheme (all employees)

7) Leave Entitlement Policy

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) Termination

8.1. Your employment with the Company is subject to termination on:

8.1.1. month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) Confidentiality

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.

10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion

or termination of any project or upon cessation of your employment with Mphasis IT Services.

- 10.2. For the purposes of Clause 10.1, “Confidential Information” means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- 10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

- 11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.
- 11.2. You agree, at the Company’s expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author’s special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: -

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- 12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;
- 12.2. In particular, you expressly consent to:
- 12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;
- 12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- 12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- 12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

- (A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or
- (B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

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- (C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

- 15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.
- 15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.
- 15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.
- 15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month of your 60th birthday.

18) General

- 18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreement supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure
- 18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).
- 18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.
- 18.4. Should any part of this agreement be declared illegal or unenforceable, the parties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.



Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____
Name : _____
Date : _____
Place : _____

Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

SI.No	SI.No Documents
1	To process your salary - PAN card copy is mandatory, in case you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slips or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed) *. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - DOB and Name of Father, Mother, Spouse, Child/ Children
 - Educational details with the passing year
 - Your past experience details with the exact years and role played to be mentioned.
 - Blood Group
 - 1 Passport size photograph of all your dependent's
 - Your Citibank account number, if existing already.
 - Your PF account number with current employer
 - Your PAN number
 - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by DS MPHASIS LIMITED 1
Date: 2021.12.22 13:11:35 GMT
Reason: Authorised by Srikanth Karra
Location: Bangalore

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5931170/1303621,

05/23/2022,
Samruddhi Milind Bondarde.

07, Prabhu Sankul Apt., Kamathwada road, Abhiyanta Nagar
Nashik, Maharashtra
India.

Confidential

Dear Samruddhi Milind Bondarde,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini ' or 'Company') starting from **06/14/2022** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Mumbai**.

C) You have to report by 8:30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation(on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)**. Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer Annexure -B for details. Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Ref: NOL-12/2020/

Date: 28/12/2020

OFFER LETTER

To,
Ms. Sanika Ravindra Mehetre
Nashik,

Dear Ms. Sanika

This is with reference to our discussions. We are pleased to appoint you in our organization on and the following terms and conditions:

1. Designation. You are designated as **Technical Counselor**
2. Grade. You will be placed in Grade TC.
3. CTC-You're all inclusive total gross emoluments including annual payments reimbursements and benefits will be Rs.10,000/- per month on cost to Company (CTC) basis as attached and TA , DA as required time to time.
4. Training Period: You will be on training for a period 15 Days from date of joining there will be no Salary during this period.
5. Probation Period. You will be on Probation for a period of 1 month from the date of Training Completion. On satisfactory completion of the Probation period you will be confirmed. The period of Probation may be extended in case you fail to meet the performance standards expected of your appointment.
6. Leave. You will be eligible for 5 days of General Leave and 10 days of Privilege Leave, as per the Leave Policy applicable to all employees of the Company.
7. Agreement. You have to sign an agreement of one year no resignation from date of Confirmation.
8. Increase in Remuneration. Increments will be after 6 month of joining, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal system.
9. Taxes. The Company will deduct appropriate taxes as per the Indian tax Regulations. However, it is primarily the individual's Responsibility to meet His/her Tax liabilities, Under the Income Tax Act.
10. Retirement Age. The Age of superannuation is 58 Years.

11. Notice Period. This contract may be terminated by either side, after completion of contract period the notice period shall be one month in lieu thereof. Within notice period no leaves will be permitted under any circumstances. You will receive all your official documents like experience letter, relieving letter etc. only after completion of notice period and successful handover of project work and office belongings if any. In Case of failure no documents will be release.

12. Confidential Information. You will not disclose, part with possession or Remove now or at any time in future, whether during your employment or thereafter at any time, to any person(s) (except to those authorized by the company) or use for your own purpose or for any purpose other than those for the company, any private, confidential or secret information, trade secrets, manufacturing processes, know-how, manuals, product CDs, writings, records, notes, letters, drawings, plans, customer database or any other data belonging to the company, which, you may have obtained or come across by virtue of your employment with the company or whether the company is bound by an obligation of confidentiality or secrecy or not, to a third party or otherwise whosoever.

13. IT Policy: You will strictly follow the company's IT Policy regarding usage of software and hardware along with usage of email. Similarly, the company, Lays down various policies from time to time, which are made available on LAN. Please note that non- adherence to any procedure of the policies will amount to indiscipline and the management has the right to take suitable disciplinary action including termination of service.

14. Intellectual Property Rights. It is likely that during the period of your Employment with the company, you may achieve inventions, process improvement, operational improvement or other processes/ methods likely to result in more efficient operation of any of the activities of the Company. The Company shall be entitled to utilize such improvement as it may deem fit.

You will assign without any cost to the company, the rights of all such inventions, process improvements, copyrights or other intellectual property created during the course of your employment for purposes of seeking any patent rights in respect thereof or for any other purpose.

During the course of employment with the company, you will gain access to the company's technology, designs, know how, systems, documentation, business knowledge, market & customer information, presentations, photographs, videos, etc., through any media - physical, electronic or verbal. You will take all efforts within your control to protect and treat all such information as confidential and proprietary.

15. Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled, to request you, at any time, to perform any other administrative, managerial, supervisory or other functions and you shall be bound to carry out such functions.

16. This is a full time appointment and you will devote your whole time and Attention to your duties and responsibilities as assigned by the Company. You will not engage yourself in any business, service or employment of any other company/firm/person. You will attend to or undertake any work entrusted to you in accordance to the Company's exigency and you are liable to be transferred to any of our existing office/locations/facilities/establishments in India or abroad. Your present place of posting will be our office in Nashik..Your current joining will be Work from home basis.

17. Detailed regulations as regards leave, medical, leave travel allowance; travel, etc. shall be as per the personnel policy of the company. In addition, you will be governed by service conditions laid down in company's personnel policy as amended from time to time.

Please sign a copy of this letter and return to us to convey your acceptance of this employment with all the terms and conditions thereof.

We welcome you to Sai Infocorp Solution Pvt. Ltd. and look forward to a long and mutually beneficial association.

Yours sincerely
For **Sai Info Solution**

Mr. Gore Santosh
Managing Director

Acceptance

I accept this appointment with all the terms and conditions contained in the letter.

(Signature)

(Date)



Letter of Appointment

Date:- 13/12/2021

Saurabh Rajesh Sonawane
A/P Chandwad, Dist:- Nashik
Chandwad-423101
Mobile No:- 9421103081
E-Mail id:- saurabhsonawane310@gmail.com

Dear Saurabh,

Appointment as: Site Engineer (Civil)

With reference to your Application and Interview held for the above position we are pleased to inform that we are offering you the above mentioned position with our company effective from 15/12/2021 Under the following terms and conditions

- Position :- Site Engineer (Civil)
- Renumeration :- Rs. 15000/-per month (Including vehicle allowance) as per mutual decision.
- Working hours :- Thursday to Tuesday, 9 am to 7 pm (weekly off: Wednesday) ,Lunch break 1:30 to 2:00 pm.
- Ready to work at single or multiple site/s of work for our company as we decide.

27 January 2022

To,

Ms. Shruti Shelar
Nasik.

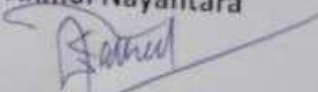
Dear Shruti,

With reference to your application for the captioned post and interview, we are pleased to advise you that you have been selected as a Management Trainee for a period of One year in the Project Coordination department on the following terms and conditions:

1. Date of appointment
You will be appointed as a **Graduate Engineer Trainee** with effect from 27 January 2022.
2. Training period
The Training period will be One year. However, the said period can be extended at the discretion of the company for a further period of six months.
3. Stipend
During the Traineeship period, you will be entitled to fixed Stipend of Rs.12000 per month.
4. Appointment after expiry of Training period, in case found suitable
If after the expiry of Training period, you are found suitable by the company, you will be appointed on probation. If you are not found suitable for the job, your appointment will be terminated at the discretion of the company and in case of such termination you will have no right or claim against the company. Once confirmed, the relationship can be terminated from either side with the notice of one month or the payment of one month's salary in lieu of such notice.
5. Standing orders
You shall abide by the terms and conditions of the standing orders and the rules of the company as in force from time to time.
Any information that you obtain from time to time regarding the company's process, methods, business practices etc should be treated as being of the most confidential and we shall expect you to divulge any information or papers to others.
6. Contract
Your contract with the organization is for duration of two years starting from your date of joining. This contract can be extended for further period based on the mutual agreement

In case you are agreeable to the above please confirm and sign duplicate copy of this letter as a token of your acceptance.

Yours faithfully,
For Anmol Nayantara



Sanjay Tathed
Director - HR

Prothious

ENGINEERING SERVICES

Annexure-1

PAY STRUCTURE	
Name of Employee	Shubhangi Ravindra Mandlik
Employee Code	5624
Grade	TR 2
Designation	Trainee Detailer
Annual CTC (Rs.)	204,000

Your revised pay structure with effect from 01-10-2022 is as below:-

Particulars	Basis	In Rs.	
		Monthly	Annually
Basic Pay	PF base	6,800	81,600
HRA	30 % of Basic Pay	2,040	24,480
Lta Taxable		0	0
Education Allowance		200	2,400
Reimb. - 1		0	0
Reimb. - 2		0	0
Meal Pass		0	0
Meal Pass Taxable		0	0
Bonus		0	0
Other Allowances		1,000	12,000
Total Gross P.M.			15,205
PF Applicable salary	14960		
Co.'s Contr. to PF	12% of Basic Pay	1,795	21,540
Total CTC P.M.		17,000	204,000
As per Rule			
L.T.A.	Paid Yearly	0	0
TOTAL GROSS CTC		17,000	204,000

Note : Statutory Deductions as applicable will be deducted.

Place : **Nashik**

Date : **1-Oct-22**

Note:- (If Applicable)

- 1) LTA will be paid on presenting Travel details and proceeding on sanctioned PL. Exemption would be as per IT rules.

"You will be required to sign a Non disclosure agreement with the Company for non-solicitation and non-competition during the course of your employment and after termination of your employment with the company which shall form a part of your exit formalities on your resignation at the sole discretion of the Company."

For PROTHIOUS ENGINEERING SERVICES (P) LTD

[Signature]



AUTHORISED SIGNATORY

Received & Accepted
Shubhangi Ravindra Mandlik

Date : 31/12/2020

LETTER OF INTENT

Name: Sumit Somnath Bhoje

Dear,

With reference to your interview you had with us, We LT Buildcon, Nashik are pleased to inform you that you have been selected for the Position of Site Engineer on contractual basis of 6 months at Nashik.

Please treat this as a letter of Intent (LOI) valid for a period of 15 days from the date of issue of this letter, upon


You are required to submit the following documents:

- Copies of Educational Certificates (From Class 10th till the latest education)
- Pan Card
- Aadhar Card
- Resume
- Latest 2 Photographs.

You would be eligible to a fixed pay of Rs. 7,000/- per month, travelling allowances will be paid separately. The same may be revised depending upon your skills and ability to do work.

This LOI relates only to your potential employment with the company and does not constitute an offer of employment with respect to the company or any affiliate or related entity. Acceptance of this LOI will be constructed as a confirmation that you do not have any obligation arising from the contract.

For any queries, please feel free to mail us on rahulcivil19@gmail.com.


L. T. BUILDCON
Nashik Director

LT Buildcon, Nashik



Office Add: F14, Shivram Apartment, Opposite Zilla Parishad Nashik, Trimbak Naka, Nashik-1
Mobile No : +91-9545453288
Email Id:- rahulcivil19@gmail.com

Date : 31/12/2020

LETTER OF INTENT

Name: Bhupendra Ramesh Patil

Dear,

With reference to your interview you had with us, We LT Buildcon, Nashik are pleased to inform you that you have been selected for the Position of Site Engineer on contractual basis of 6 months at Nashik.

Please treat this as a letter of Intent (LOI) valid for a period of 15 days from the date of issue of this letter, upon

You are required to submit the following documents:

- Copies of Educational Certificates (From Class 10th till the latest education)
- Pan Card
- Aadhar Card
- Resume
- Latest 2 Photographs.

You would be eligible to a fixed pay of Rs. 7,000/- per month, travelling allowances will be paid separately. The same may be revised depending upon your skills and ability to do work.

This LOI relates only to your potential employment with the company and does not constitute an offer of employment with respect to the company or any affiliate or related entity. Acceptance of this LOI will be constructed as a confirmation that you do not have any obligation arising from the contract.

For any queries, please feel free to mail us on rahulcivil19@gmail.com.


L. T. BUILDCON
Nashik Director

LT Buildcon, Nashik

ASK BUILDCON

Office: Flat No. 04, A-Building Casablanca, Above Union Bank, Lam Road, Nashik.

Mob no.: 9284197809, 8856080108. **Email:** ask.buildcon.2019@gmail.com

To,

Mr. Sujit Vishnupant Shinde

At.Harsule, post-Sonambe, Tal-Sinner,

Dist- Nashik-422103

Subject- Offer of Appointment as “**Site Engineer**” (reserve)

Dear **Mr.Sujit**

Further to your application and subsequent interviews you had with us, we are pleased to offer you a position of “**Site Engineer**” (**reserve**) in our organization.

Thanking you,

Yours truly,

For, ASK Buildcon

Mr. Akshay khalkar



pravin shinde <pravin.shinde@ggsf.edu.in>

Walk -in Interview in GGSCERC,Nashik

Sandip PAWAR <sandip.pawar@acclimited.com>
To: pravin.shinde@ggsf.edu.in

22 February 2022 at 12:42

Dear Sir,

This is to inform you that we have conducted a Walk -in interview on 21st January 2022 in your college for the post of Help Bike Engineer. We have selected the following Civil Engineers for the post of HBE. We have offered them Rs.15000/- as a monthly salary and additional Rs.2500 to Rs.10000/- as a monthly performance target incentive for the post of HBE.

Sr.No	Student Name	Passing Year	Mobile Number
1	Nihal Patel	2021	7387185613
2	Bhavesh Torawane	2021	8983139503
3	Summet Mhasne	2020	7666629860

Regards,

Sandip Pawar
Cell:09561011337
sandip.pawar@acclimited.com

www.acclimited.com

This e-mail is confidential and intended only for the use of the above named addressee. If you have received this e-mail in error, please delete it immediately and notify us by e-mail or telephone

Date : 31/12/2020

LETTER OF INTENT

Name: Sumit Somnath Bhoje

Dear,

With reference to your interview you had with us, We LT Buildcon, Nashik are pleased to inform you that you have been selected for the Position of Site Engineer on contractual basis of 6 months at Nashik.

Please treat this as a letter of Intent (LOI) valid for a period of 15 days from the date of issue of this letter, upon


You are required to submit the following documents:

- Copies of Educational Certificates (From Class 10th till the latest education)
- Pan Card
- Aadhar Card
- Resume
- Latest 2 Photographs.

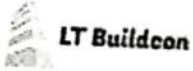
You would be eligible to a fixed pay of Rs. 7,000/- per month, travelling allowances will be paid separately. The same may be revised depending upon your skills and ability to do work.

This LOI relates only to your potential employment with the company and does not constitute an offer of employment with respect to the company or any affiliate or related entity. Acceptance of this LOI will be constructed as a confirmation that you do not have any obligation arising from the contract.

For any queries, please feel free to mail us on rahulcivil19@gmail.com.


L. T. BUILDCON
Nashik Director

LT Buildcon, Nashik



Office Add: F14, Shivram Apartment, Opposite Zilla Parishad Nashik, Trimbak Naka, Nashik-1
Mobile No : +91-9545453288
Email Id:- rahulcivil19@gmail.com

Date : 31/12/2020

LETTER OF INTENT

Name: Bhupendra Ramesh Patil

Dear,

With reference to your interview you had with us, We LT Buildcon, Nashik are pleased to inform you that you have been selected for the Position of Site Engineer on contractual basis of 6 months at Nashik.

Please treat this as a letter of Intent (LOI) valid for a period of 15 days from the date of issue of this letter, upon

You are required to submit the following documents:

- Copies of Educational Certificates (From Class 10th till the latest education)
- Pan Card
- Aadhar Card
- Resume
- Latest 2 Photographs.

You would be eligible to a fixed pay of Rs. 7,000/- per month, travelling allowances will be paid separately. The same may be revised depending upon your skills and ability to do work.

This LOI relates only to your potential employment with the company and does not constitute an offer of employment with respect to the company or any affiliate or related entity. Acceptance of this LOI will be constructed as a confirmation that you do not have any obligation arising from the contract.

For any queries, please feel free to mail us on rahulcivil19@gmail.com.


L. T. BUILDCON
Nashik Director
LT Buildcon, Nashik



15th January 2021

To,
Mr. Suresh Sutar
Flat No -39, Tulsi Heights,
Ramkrishna Nagar,
Nashik-422003

Subject: Letter of Appointment

Dear Mr Suresh,

We are pleased to appoint you in our organization "**Blue Ladder EPC Solutions Pvt Ltd.**" on the following terms and conditions.

1. At the time of your joining your service location will be Blue Ladder EPC Solution Pvt. Ltd., **Nagpur.**
2. In accordance with discussion we had with you and with reference to interview and the offer letter accepted by you we appoint you as **Sales Officer** subject to terms and conditions mentioned in this Appointment letter and Annexure thereof (i.e. **Annexure-I, II, III, IV**) w.e.f. **15th January 2021.**

Your annual CTC shall be Rs. **1,80,000/- per annum** (Rupees One Lac Eighty Thousand only) A detailed compensation Structure (Annexure-III) is enclosed for your understanding and recording.

We welcome you to **Blue Ladder EPC Solutions Pvt. Ltd.** family and looking forward for long term mutually beneficial professional association.

You are requested to go through this appointment letter carefully and return the duplicate copy of duly signed by you as token of having accepted the terms and conditions of the appointment as annexed herewith. **(I.e. annexure -I, II, III, IV.)** Terms and conditions of this Appointment are subject to Change in accordance with the Company's policy. The Annexure forms are the integral part of this appointment letter.

For Blue Ladder EPC Solutions Pvt Ltd.

Authorized Signatory

Acceptance by Employee

I have read and understood the above employment terms & conditions. I agree and accept the above appointment.

S.D. Sutar (Signature)

Name: **Mr Suresh Sutar**

Date: 15.01.2021



1st January 2021

Mr. Tanvir Maniyar,

With reference to your application and subsequent interview with us, we are pleased to offer you the Position of **Jr. Site Engineer** for our Company, subject to terms and conditions of the Company. Your compensation details are as follows:

A total annual CTC of Rs. **1,20,000/- (One Lakh Twenty Thousand Only)**. The said is inclusive of all miscellaneous costs like traveling and other expenses. The said CTC is a complete offering by the company. No claims will be entertained over the above the offered package.

This offer letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussion. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the management may take such action as it deems fit in its sole discretion, including termination of your employment.

(1) You will be on probation for a period of three months. During the period of probation; your service can be terminated, if your performance is appraised as consistently poor or not up to the expected level, without assigning any reasons, for the same. In such a scenario you have to complete the specified period so that the company doesn't suffer due to absence of any member.

(2) You will be confirmed after completion of the probation period based on the performance exhibited by you in the probation period. Any growth, after probation or otherwise will be purely done on the basis of the performance shown by you.

(3) You will have to follow all the rules and regulation of the company in existence, amended/added time – to-time as and when required, by the company.

(4) Apart from your assignments, you will follow all orders/instruction/direction issued by our seniors, time to time.

(5) Your signing this offer letter confirms your acceptance of the terms and conditions.

(6) You may be considered for suitable increment after a minimum predecided period with the company which would be purely performance based and as per Company Policy.

(7) You are requested to submit the following documents on your date of joining.

- | | |
|---------------------------------------|-------------------------------|
| 1. Four passport size photographs | 2. Address proof |
| 3. Educational certificates | 4. Id Proof |
| 5. Experience and/or relieving letter | 6. PAN copy photocopy (2 nos) |

We look forward to you joining the company from 1st January 2021 & hope that you have a successful career with Suyash Group.



(HRD)

(Signature of candidate)

EMPLOYMENT OFFER

To,
Mr. Tejas Gaikwad,

91 7620376789

Dear Tejas,

Castaliaz Technologies Private Limited (referred as 'Company' here-on) is pleased to offer you a position as a **“Trainee – Business Application”** in SAP Sales. We trust that your knowledge, skills, and experience will be among our most valuable assets.

Should you accept this job offer, as per company policy, the following would be the terms of the offer.

- a) **Salary:** Annual gross starting salary of **INR 2.4 Lakhs per annum.**
- b) **Probation:** You will be on probation for an initial period of 6 [Six] months. On completion of your probation period and after evaluation of your performance, your employment will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.
- c) **Commitment*:** 24 months
- d) **Base Location:** The location of work shall be at our office address in Mumbai, or you shall be posted at a Client location as per the nature of the project. The Company reserves the right to transfer your services to anywhere in India or in the world in consistence with the Company's interest.
- e) **Reporting:** You shall report to the Delivery Manager of our office at Mumbai for all your assignment
- f) **Date of Joining:** We expect you to join Castaliaz on **26th September 2022.**
- g) **Compensation and Salary Structure:** Your Annual Compensation package including all the Benefits and Perquisites (If any) is Rupees Two Lakhs Forty Thousand per annum, the detailed bifurcation is given below.

PROPOSED SALARY		
SALARY – A	(Rs. p.m.)	(Rs. p.a.)
Basic Salary	14,560	1,74,720
HRA	2,912	34,944
Other Allowance	728	8,736
GROSS CTC	18,200	2,18,400
Employers PF Contribution	1,800	21,600
TOTAL CTC	20,000	2,40,000

**Employees PF Contribution will be deducted from the Gross CTC.*

***Please note that your compensation is confidential information of the company as your compensation package is unique to you and not for comparison with other employees of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you.*

We at Castaliaz, hope that you'll accept this job offer and look forward to welcoming you aboard.

Sincerely,

**NEHA
APURVA
VORA**

Digitally signed by NEHA APURVA VORA
DN: c=IN, o=Personal,
pseudoym=84856182F1602D3130E9F7A6
F127284D71601170,
2.5.4.29=7a70b74416bceca2691f6e50102
9a1f1a10910d1154c81ca8f050a5d5b4e,
postalCode=400607, st=Maharashtra,
serialNumber=66908A21E13E0962E278273
8D46593F05CE6A6A225213181541811
29246DF, cn=NEHA APURVA VORA
Date: 2022.09.23 18:40:38 +05'30'

**Neha Vora
Sr. Manager-Operations**

23rd September 2022

On the date of your Joining, you are requested to provide the following documents, Original and Photocopies.

- a) Relieving Letter mentioning the employee number from the most recent employer
- b) Salary Certificate of last 3 months mentioning the employee number from the most recent employer
- c) Passport Copy
- d) Pan Card Copy and / or Driving License Copy
- e) Residential Proof & Contact Details
- f) Aadhar Card
- g) Education degree certificate and all year mark sheets for the highest degree attained
- h) Copy of the last increment/offer/appointment letter of previous employee.
- i) Five Nos. Colored passport size photographs
- j) Please bring originals of all documents for verification on the day of joining. These will be verified with the photocopies and returned to you

After the completion of the probation period, we will issue you the Appointment letter. Looking forward to a fruitful association with you.

Regarding Interview Schedule

Parth Bhavsar <saivatsalcivil@gmail.com>

Mon, Nov 23, 2020 at 10:20 AM

To: tinarathod2015@gmail.com

Cc: pravin.shinde@ggsf.edu.in, vijay.sarode@ggsf.edu.in, tpo.gcoerc@ggsf.edu.in, vm.natraj@ggsf.edu.in

Good Morning.....

Thank you for your application for the proposed vacancy. **Your resume was shortlisted.** We have to make an interview about proposed vacancies.

Interview Location- GCOERC, Indira Nagar, Nashik.

Date- 28th Nov 2020, **Timing-** Morning 10.00 AM

Round- 1 out of 2

Question/Round type- Technical

Please make a **confirmation message** to available on this location for interview

Thank you for your time and consideration.

If any queries


Contact no. 9766289698/ 9730862764

Email- saivatsalcivil@gmail.com/ Parthbhavsar66@gmail.com

Regarding,
SAI VATSAL STRUCTURAL CONSULTANT

Er. Parth Bhavsar (B.E., AMIE, ACCE)

Office no.10, Sulaxmi Appt., Above Jankalyan Bank, [College road, Nashik- 422005.](#)

2020-03-01.jpg



Ref. No: DTPLCN03EPP220

Date : 05.07.2020

OFFER LETTER

To,

Aher Pratiksha Sunil,

Nashik.

Dear Pratiksha

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Date: _____

OFFER: AASAI WASTECH PVT LTD

Plot No. 35 ASC, Ashwin Sector, Nashik-422001

Maharashtra, India

Mr. /Miss: Akshay Dnyaneshwar Sonar

Subject: Letter of Offer

Dear Akshay,

1. We are pleased to offer you employment at **AASAI WASTECH PVT LTD**; we feel that your skills and background will be valuable assets to our team.
2. Per our discussion, the position is **Electrical Supervisor** . Your starting date will be **21/08/2020**
3. Your performance, attendance and conduct will be assessed during training period. Your training can be discontinued at any time without notice or compensation, or without assigning any reason; or vice-versa.
4. During your training period, you will be paid Rs.12000 per month which is all inclusive. You are not entitled to any other allowance, concession or benefit. However, the rate or stipend can be revised upwards during your training period, as per the rules.
5. During training period, you can be assigned to any Shift /Section/Department as per the discretion of the Company. As Informed earlier whenever there will be need for working on site there should be no problem to you Except in Emergency Condition.
6. The company does not take any responsibility or guarantee for absorption in the regular/permanent employment of the Company after completion of your training period.
7. Your training period can be extended for an additional period of a maximum one year depending upon your performance and progress as assessed by the Company.
8. It is expected that during your training you will diligently and conscientiously learn your trade, maintain discipline and abide by Rule and Regulations of the Company.
9. You will not be entitled to any leave during your training period.
10. All Safety Rules as per the Safety of the Employee Form should be followed, if you fail to follow company or any other person of the company is not responsible after Minor/major injury at any condition.
11. If the terms and conditions mentioned above are acceptable to you, please sign the duplicate copy of the offer as a token of your acceptance and intimate the date of your reporting for training within a week's time.
12. Please also bring three recent passport size photographs on the date of your joining.
13. We welcome you in our Company and wish you best.

Employees Safety Form

1. Employee when working on site should obey all the safety rules as per the Site safety rules.
2. Aasai Wastech provide you all the Safety Equipment which are required on site to work.
3. If you fail to fulfill the requirement as per the Site safety in charge you will be Responsible for it.
4. All the rules should be obeyed by you as our Safety is Very important for us and our family, If not obeyed company will not be responsible for any Minor/major Accidents held on site or inside the company.

Your Faithfully,

Authorized Signatory



For AASAI WASTECH PVT LMD, Nashik

Works: Plot No. 35 ASC, Ashwin Sector, Nashik – 422001.

Email: aasaiwastech@gmail.com

Call: 0253-2953848 /9823018667

Website: <https://aasaiwastech.com>

SAGE Automation Group (India) Pvt Ltd

(A subsidiary of SAGE Group Holdings Ltd, Australia)

CIN: U74999PN2014PTC151044

21st June 2021**PERSONAL AND CONFIDENTIAL**

To,

Mr. Akshay Karmarkar**Subject: Offer Letter**

Dear Akshay Karmarkar

We are happy to offer you a position in the role **Systems Engineer** in our organization SAGE Automation Group (India) Private Limited. The terms of this offer are below as follows:

Position: Systems Engineer**Remuneration:** Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand Only) per annum on 'Cost to Company' basis.

The employee will receive salary, and all other benefits forming part of his remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. Salary shall be paid monthly as per company policy.

- 1) **Date of Joining:** 5th July 2021
 - Timings: 8:30 am to 6:15 pm (Monday to Friday)
 - Place of posting: Pune
 - 2) **Notice Period:** 3 Months
 - 3) **Minimum Service Period:** 24 months from the date of Joining.
 - 4) **Probation period:** You will be on probation for the period of 6 months from the date of joining and your confirmation will be subject to your performance during the probation period.
 - 5) **Rules & Regulations:** You will be governed by the Service Rules and Regulations of the Company in force and as amended from time to time.
- ✓ Return us a duplicate copy of this letter as a token of your acceptance.



Ref. No: DTPLCN03EPP229

Date : 05.07.2020

OFFER LETTER

To,

Apte Purva Mahesh,

Nashik.

Dear Purva

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP224

Date : 05.07.2020

OFFER LETTER

To,

Borkhade Harsha Santosh,

Nashik.

Dear Harsha

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

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BUREAU VERITAS
Certification





Ref. No: DTPLCN03EPP215

Date : 05.07.2020

OFFER LETTER

To,

Dingore Kunal Pravin,

Nashik.

Dear Kunal

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP232

Date : 05.07.2020

OFFER LETTER

To,

Gawali Rutuja Rajendra,

Nashik.

Dear Rutuja

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

CONTRACT LETTER

TO ,

DATE : 16.12.2020

MR. MAHAJAN GOPAL RATAN

A/P-KATHE LANE, DATTA MANDIR, DWARKA, NASHIK.

Dear, MR. MAHAJAN GOPAL RATAN

We the Yuvashakti Foundation (YSF) are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be with start date **16.12.2020** end date **15.12.2023** and the same shall not be entitled for any further extension **LUCY ELECTRIC INDIA PVT LTD. PLOT NO-H/21, MIDC, AMBAD NASHIK – 422010.**
2. It shall not be obligatory on the part of the Yuvashakti Foundation – YSF (NEEM Facilitator) or of the company to offer any employment to the apprentices on successful completion of period of training in his/her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such, the provisions of any law with respect to labourer or worker shall not apply to or in relation to you.
3. During your training with YSF and/or with the establishment where you would be deployed for training, none of the labour laws shall be applicable to you and you shall not claim benefits /protection under any of these laws as you would be a trainee/apprentice or a learner.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your on job training during the period of the NEEM Training in a proforma prepared and approved by Yuvashakti Foundation (NEEM Facilitator).
7. Either party may terminate this contract letter by issuing 30 days notice in writing to the other.
8. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yuvashakti Foundation (NEEM Facilitator) as cost of training such amount as may be determined by the Yuvashakti Foundation (NEEM Facilitator). In such event, you shall not be entitled to enter on another contract of training under the National Employability Enhancement Mission (NEEM).



Ref. No: DTPLCN03EPP222

Date : 05.07.2020

OFFER LETTER

To,

Harishchandra Vinayak Madan,

Nashik.

Dear Vinayak

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP213

Date : 05.07.2020

OFFER LETTER

To,

Jadhav Anirudha,

Nashik.

Dear Anirudha

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O





Ref. No: DTPLCN03EPP230

Date : 05.07.2020

OFFER LETTER

To,

Jain Shreyans Prafulla,

Nashik.

Dear Shreyans

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
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Certification





Ref. No: DTPLCN03EPP219

Date : 05.07.2020

OFFER LETTER

To,

Kadam Ishwar Shantaram,

Nashik.

Dear Ishwar

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP233

Date : 05.07.2020

OFFER LETTER

To,

Kasar Sagar Bharat,

Nashik.

Dear Sagar

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP221

Date : 05.07.2020

OFFER LETTER

To,

Mahajan Sachin Sudhakar,

Nashik.

Dear Sachin

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP225

Date : 05.07.2020

OFFER LETTER

To,

Mitke Radhika Sunil,

Nashik.

Dear Radhika

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



vijay sarode <vijay.sarode@ggsf.edu.in>

Fwd: Interview Feedback - Epiroc Mining India Ltd., Nashik

Madhukar Dube <madhukar.dube@ggsf.edu.in>

Sun, Jan 24, 2021 at 9:45 PM

To: permindur singh <permindur.singh@ggsf.edu.in>, vijay sarode <vijay.sarode@ggsf.edu.in>, "Dr. Neelkanth G. Nikam" <neelkanth.nikam@ggsf.edu.in>

Dear Sir/s,

Please find the update on degree students' recruitment progress in Epiroc.

Regards,
Madhukar Dube,
9823388156

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

From: **Neha Patil** <neha.patil@external.epiroc.com>

Date: Sun, Jan 24, 2021, 3:46 PM

Subject: Interview Feedback - Epiroc Mining India Ltd., Nashik

To: madhukar.dube@ggsf.edu.in <madhukar.dube@ggsf.edu.in>

Cc: Gaurav Sonawane <gaurav.sonawane@epiroc.com>

Hello Sir,

Good Afternoon!

I would sincerely like to thank you and your team for assisting us in having a smooth interview process.

Please find below list of 6 shortlisted candidates:

1. Prajakta Bhadane
2. Pratiksha Aher
3. Sneha Patil
4. Pratiksha Sahakar
5. Namita Sanagale
6. Divya Dudande

I will be contacting them directly for further joining process.

Thank you once again!

Regards,

Neha Patil

Trainee – Human Resources

Epiroc

Epiroc Mining India Ltd

Postal address: [90 Satpur MIDC, Nashik 422007](#)

E-mail: neha.patil@external.epiroc.com

United in performance. Inspired by innovation.



Ref. No: DTPLCN03EPP217

Date : 05.07.2020

OFFER LETTER

To,

Nigal Amit Dattu,

Nashik.

Dear Amit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP214

Date : 05.07.2020

OFFER LETTER

To,

Patel Shubham Narayan,

Nashik.

Dear Shubham

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP218

Date : 05.07.2020

OFFER LETTER

To,

Patil Ashwini Sanjay,

Nashik.

Dear Ashwini

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP226

Date : 05.07.2020

OFFER LETTER

To,

Patil Dimpal Shaligram,

Nashik.

Dear Dimpal

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP216

Date : 05.07.2020

OFFER LETTER

To,

Patil Pankaj Chandrakant,

Nashik.

Dear Pankaj

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Offer of Employment

Date – September 30th, 2020

To,

Mr. Roshan Bhausahab Suryawanshi

A/P- Mungase, Taluka- Malegaon,

Nashik, Maharashtra- 423201

Mobile –08055428512, roshansuryawanshi8055@gmail.com

Dear Roshan,

We are pleased to welcome you on board and for you to be a part of accomplishing the vision of Armstrong.

Innovation being the foundation of our existence, our purpose is 'Customer Obsession' that has made Armstrong the 'first name and the last word in the industry'.

We at Armstrong, provide all our teammates with exciting opportunities to excel and reach new heights in their careers.

You being a part of strong talent pool, will be playing a role/position of "**Jr. Officer- Stores**" reporting to "**Mr. Sanjay Sharma**" at our location "**Sogras**" from "**October 1st, 2020**".

We are sure, you must also be excited to know the related conditions of your offer letter and to begin your journey with Armstrong. Kindly find the same mentioned below-

1. You will be on a probation period of **6 (Six)** months from the date of your joining.
2. Your annual compensation (CTC) is INR **1,80,000/- (Rupees One Lac Eighty Thousand Only)** which is attached as Annexure 'A'
3. We are excited to welcome you on **October 1st, 2020** on the following address –

Armstrong Machine Builders Pvt. Ltd.

Nashik Office,

102, First Floor, Padmavishva Orchid, Opp. Mahatma Nagar Road,

Opp. Mahatma Nagar Cricket Ground, Mahatma Nagar, Nashik 422 007.

Congratulations to you once again!

We are excited to have you as a part of Armstrong family for making "lives made easy" of our world-wide customers.

For Armstrong Machine Builders Pvt. Ltd.

Mitali Avhad

Team Leader

Factory Address: 14/2, Shubhada Industrial Estate,
Indira Nagar, Satana, Nashik-423301.

Corporate Address: #301A, Gera77, Kalyani Nagar,
Besides AgaKhan Palace, Pune





BAJAJ

Inspiring Trust

Bajaj Electricals Limited

Chakan Unit

Gate No. 403 to 407, 302 & 426,

Wagle Industrial Estate, Chakan, Talgaon Road,
Tal. Khed, Dist. Pune-410501.

To:

Mr. Dinant Sachin Kashimath

Address.....

Nashik

Dear sir,

We are glad to inform you that you have been successfully passed the assessment and personal interview. You have been selected to join in our APPRENTICE scheme.

13 July 2024

You are requested to be present on 20 July 2024 at 9.00 am in **BAJAJ ELECTRICALS LIMITED**.

The detailed address is as follows:

Bajaj electricals Limited, Gate No. 403 to 407, 302 & 426, Village - Mahalunge, Chakan - Talgaon Road, Tal - Khed, Dist-Pune-410501.

You are requested to bring following document along with you.

- Diploma certificate & Mark sheet (Original +4 Xerox Copies)
- 10th / 12th certificate & Mark sheet (Original +4 Xerox Copies)
- School Leaving certificate (Original +4 Xerox Copies)
- Aadhar card Xerox
- Pan card or Driving License Xerox
- Ration card Xerox
- Passport size Photo -04 Nos.
- Your Bank Account Details
- Required Clothing, Shoes and adequate money for self-maintenance minimum up to 1 month

For any more information, please contact following officials.

Hemant Malwade - 7391001003 / 8554060608

For Bajaj Electricals Limited



Authorized Signatory



Page 1/1

2024/07/13 11:00:00 AM



Ref. No: DTPLCN03EPP227

Date : 05.07.2020

OFFER LETTER

To,

Sangale Namita Suresh,

Nashik.

Dear Namita

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



POLYCAB INDIA LIMITED

Plot No. S-31, Additional Industrial Area, B/h.
Gangamai Ind. Estate,, MIDC Ambad,, Nashik,
Maharashtra 422010



Saurabh Gulve

Operator

DOB :- 08/06/1998

Blood Group :- AB-

Mobile :- 9373439895



Ref. No: DTPLCN03EPP231

Date : 05.07.2020

OFFER LETTER

To,

Shewale Priyanka Mahendra,

Nashik.

Dear Priyanka

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP234

Date : 05.07.2020

OFFER LETTER

To,

Shinde Ritu Pramod,

Nashik.

Dear Ritu

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP235

Date : 05.07.2020

OFFER LETTER

To,

Shinde Snehal Sanay,

Nashik.

Dear Snehal

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD

HR Head

Plant Head



C.O.O

HRD/3T/1000340747/20-21

December 28, 2020

Ms. Shobhana Sambhaji Gadakh
401 Shubhan Gajanan Park Sinnar Phata
Nashikroad,
Nashik-422101
India

Ph: +91-9067113613

Dear Shobhana,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2020.12.28 20:05:30 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1000340747/20-21

December 28, 2020

Ms. Shobhana Sambhaji Gadakh
401 Shubhan Gajanan Park Sinnar Phata
Nashikroad,
Nashik-422101
India

Ph: +91-9067113613

Dear Shobhana,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Shobhana Sambhaji Gadakh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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

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

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

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

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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Shobhana Sambhaji Gadakh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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

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

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

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

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

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

To,
Mr.Shubham Patel,

Sub: - Offer of Employment

Dear Shubham,

With reference to your application and subsequent interview you had with us we are pleased to offer you a position of "**Trainee Engineer – Projects & Service**" on the terms & conditions which have been mutually discussed and agreed upon.

We would expect you to join us on or before **19/10/2021** and report to the HR sharp by 08.15 am at Head Office, Malad (W). If you do not report at the appointed date and time, our offer of employment shall stand cancelled, unless a new date is agreed to, by us in writing.

Further to your acceptance of this offer you are required to send us a scanned copies of the following documents by Email on or before 19/10/2021

1. Educational Marksheets & Certificates (SSC, HSC, Graduation, Diploma, Post-Graduation)
2. Date of Birth proof (Birth Certificate/ SSC certificate/ School Leaving Certificate)
3. Aadhaar Card
4. Pan Card
5. Address Proof (Electricity Bill/ MTNL Bill/Ration card/ Voter ID, any one of the documents is mandatory in absence of Aadhar Card /Driving License/ Passport)
6. Driving License (if any)
7. Passport (if any)

On your joining day you will be required to submit the following:-

1. Originals of all above mentioned documents for verification purpose at the time of joining your duties
2. Five passport size recent photographs

It is mandatory to submit all the above mentioned documents on or before the scheduled date, failing which our offer of employment shall stand cancelled.

Handwritten signature

Page 1 of 3

GANDHI AUTOMATIONS PVT LTD

NAME :

AMOUNT (Rs)

DESIGNATION :

BASIC	10500
HRA	6090
CONVEYANCE	0
MEDICAL	0

GROSS SALARY

16590

DEDUCTION

ESIC	125
PT	200
PF	1260

TOTAL DEDUCTION

1585

NET PAY PER MONTH

15005

THE DETAIL OF YOUR REMUNERATION ARE GIVEN BELOW

CTC

BASIC	10500
HRA	6090
CONVEYANCE	0
MEDICAL	0

COMPANY CONTRIBUTION TO PF	1260
COMPANY CONTRIBUTION TO ESIC	540

BONUS	875
<u>LEAVE</u>	968
<u>TOTAL</u>	20233

GRATUITY

507

MAX GROSS COST TO COMPANY PER MONTH

20740

GROSS COST TO COMPANY PER ANNUM

248880

LEAVE BENEFIT IS ANNUAL & VARIABLE .

GRATUITY WILL BE PAID ON ELIGIBLTY AS PER GRATUITY ACT 1972.

INCLUDES INTERNET EXPENSES

(INCLUDING FOOD ALLOWANCE & MISC ALLOWANCE)

Handwritten Signature
16-10-21

Candidate Signature

Sr. Vice President HR



Dhoot Transmission Pvt. Ltd.

Ref. No: DTPLCN03EPP235

Date : 05.07.2020

OFFER LETTER

To,
Shinde Snehal Sanay,
Nashik.


Dear Snehal

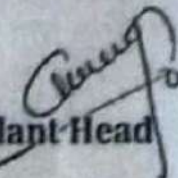
With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD


HR Head


Plant Head



Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Waruli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune-410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

Harnessing Safety.....Building Future.



ISO 9001
ISO 14001
CERTIFICATION



HRD/3T/1000341013/20-21

November 13, 2020

Mr. Suraj Dinesh Ghodke
3 Ankush Apartment Raghunandan Colony
Shreeram Chowk Rajivnagar,
Nashik-422009
India

Ph: +91-8605506631

Dear Suraj,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2020.11.13.18:17:48 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
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HRD/1000341013/20-21

November 13, 2020

Mr. Suraj Dinesh Ghodke
3 Ankush Apartment Raghunandan Colony
Shreeram Chowk Rajivnagar,
Nashik-422009
India

Ph: +91-8605506631

Dear Suraj,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training

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Agreement

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

Compensation and Benefits

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

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.11.13 18:17:48 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Suraj Dinesh Ghodke
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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

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

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

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

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

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



Offer: Computer Consultancy

Ref: ~~TCSL/DT20218860299/Mumbai~~

Date: 26/11/2021

Mr. Swapnil Valmik Sangle
Flat No. 4 Bhagirath Residency Chetna Nagar Rane Nagar Nashik 009,
Ichhapurti Garden,
Nashik-422009,
Maharashtra.
Tel# -

Dear Swapnil Valmik Sangle,

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/DT20218860299

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change based on your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TCS Confidential

TCSL/DT20218860299

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

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



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

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



serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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



18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



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

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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



24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Swapnil Valmik Sangle
Designation	Assistant System Engineer-Trainee
Institute Name	Guru Gobind Singh College Of Engineering And Research Centre, Nashik

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Ref. No: DTPLCN03EPP228

Date : 05.07.2020

OFFER LETTER

To,

Ugalmugale Sayli Somnath,

Nashik.

Dear Sayli

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

Harnessing Safety.....Building Future.



ISO 9001
DHSAS 18001
BUREAU VERITAS
Certification





Ref. No: DTPLCN03EPP223

Date : 05.07.2020

OFFER LETTER

To,

Wagh Nachiket Prabhakar,

Nashik.

Dear Nachiket

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

SSAPL/HRD/2021/111112

17th August 2021

Mr. Akash Ajay Patil

Nashik.

Dear Akash,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as '**GET- Graduate Engineer Trainee**' at our organization for **one year** on the following terms and conditions:

Date of Joining: 17/08/2021.

Completion of Period: 16/08/2022.

Stipend: - Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) p.a. cost to the company.

Company rules do not provide for payment of any overtime and any other perquisites to your cadre.

Leaves: - During your training period you will not be entitled for leave except paid holidays declared by Company.

Secrecy: - You shall, at all time, maintain complete secrecy about the Company's business related information processes and the like which may come to your knowledge during the period of your training.

During your employment with us you shall not without the written permission of the Company, publish any article or deliver, any talk on any subject related to your profession or participate as a member of any organization connected with your profession.

You shall keep and render faithful account of all properties of the company entrusted to you in the course of your "**GET-Graduate Engineer Trainee**" Appointment with the company. You shall inform the company immediately regarding any inventions, patents, processes etc. and it will become the property of the Company.

Termination:- During the "**GET-Graduate Engineer Trainee**" Appointment, this contract may be determined by the Company or by the trainee by a written notice of one month or on payment of the month's stipend in lieu thereof.

This contract shall lapse on the expiry of the period or the contract can be modified / amended / converted into a contractual appointment for a period as decided by the Company.

This company reserves the right to terminate this contract without notice or any compensation, if any act of the trainee is found detrimental to the interest of the Company or its associates and the company's decision in this respect shall be final. If for any reason, you

wish to terminate the Contract you may do so by giving 1 (One) month's notice in writing, or pay the Company 1 (one) month's basic salary in lieu thereof. Similarly, the Company can at its discretion, terminate your Contract by giving 1 (One) month's notice in writing or 1 (One) month's basic salary in lieu thereof.

The following acts also of yours shall invite termination of this contract: -

- a) Performance found below expectations during training / contractual period.
- b) Involvement in serious misconduct during training / contractual period.
- c) Repetitive/habitual mistakes made during training /contractual period.
- d) Willful damage to work in process or to any property of the establishment.

This engagement is offered to you based on the information provided by you in your application and during the course of subsequent correspondence and meetings.

Should any of the information furnished by you prove to be incorrect or false, the company will view it seriously and take appropriate action as it may be advised.

Date of Birth: - On the strength of the document submitted, we have recorded your date of birth as 16th December 1997.

Anti-Bribery, Fair Practice and Ethics: By signing this letter, you hereby confirm receipt of the Global Anti-corruption Compliance Policy of the Company and had read and understood it completely in all respects and during the entire term of this Agreement, you will ensure its compliance alongwith terms and conditions of all such policies, guidelines and code of conduct as may be issued and amended by the Company from time to time in connection with Fair Trade Practices, Ethics, Anti-corruption and Bribery Policies, Employee Code of Conduct any other similar policies which are in line with Company's global policies. You further agree to co-operate with the management of the Company in establishing transparency and fairness in its business dealings.

You further confirm and agree that while your employment with Samsonite, you will:

- a. avoid behavior that amounts to requesting, accepting, giving or offering anything of value to or from anyone to reward improper performance of an official duty or to obtain an unfair business advantage
- b. not request, accept, make, offer to make, or promise to make payments, or give anything of value, directly or indirectly, to or from any third party, including without limitation any Government Official, for the purpose of assisting Samsonite in obtaining or retaining business or securing an improper business advantage
- c. comply with the gift and hospitality, entertainment and free samples policy of the Company as per Global Anti-Corruption Compliance Policy of the Company
- d. comply with the antitrust and competition laws of the country and will not enter into agreements/arrangements that will limit or restrict competition.
- e. Ensure that all financial and accounting records, research, sales reports, expense records or reports, timesheets and other documents must be accurate and truthful and all documents filed with public, governmental,

- judicial or regulatory entities must represent the facts of the underlying matter clearly and honestly.
- f. never directly or indirectly provide or offer to provide money, products, services or anything of value to any government/semi-government official, political candidate or political organization in for the purpose of obtaining or retaining business, securing favorable regulatory action or for personal gain.
 - g. never offer, solicit or accept any bribe, illicit rebate or kickback. All money received from any current or prospective business partner of Samsonite should be recorded in Samsonite's financial books.
 - h. never solicit or request a gift from a current or prospective business partner of Samsonite.
 - i. avoid all situations in which your personal interests may conflict, or appear to conflict, with Samsonite's interests.
 - j. protect Samsonite's assets from fraud, loss, damage, misuse and theft. All assets of the Company should be used efficiently and for legitimate business purposes only
 - k. not be involved in any kind of unethical, unfair or corrupt trade practices

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions, at the earliest.

Yours faithfully,

For SAMSONITE SOUTH ASIA PVT. LTD.,


AJITKUMAR NAIR
HEAD-HR

Declaration by the Graduate Engineer Trainee: I have read and understood the above terms and conditions. I hereby accept this engagement on the above terms and conditions. I have joined duty on -

Date: _____

(Signature)



12, VASANT MARKET, CANADA CORNER, NASHIK – 422002
Ph. No. : 0253-2578855, E-mail : info@luckyref.com

Appointment Letter

Mr. Akshay Rajendra Patil
Nashik, Maharashtra

Date : 09-11-2020

Dear Mr. Akshay

In regard to your application for the position of Project Engineer, we are pleased to inform you that our organization has selected you for this post.

You are requested to report at our office as per address given below at 10:00 AM on 18-11-2020 in approval to your appointment.

Company Name : Lucky Enterprises
Address : 12, Vasant Market, Canada Corner, Nashik- 422002

As per the discussions with you, the salary structure will be as below :
Base Package : Rs. 1,20,000/- per annum
Local petrol allowance, outstation travelling and accommodation will be provided as per prevailing rates as decided by the management from time to time.

This is to inform you that this letter will be null and void in case you do not report at the date and time specified in this letter.

We hope to have a long successful professional relationship with you and wish you all the very best.

FOR LUCKY ENTERPRISES,


PROPERTOR





Offer: Computer Consultancy
Ref: TCSL/DT20218070488/Mumbai
Date: 05/08/2021

Ms. Alfiya Zakir Shaikh
102, Yashoda Apartment, Dwarka Nagri Wadala Road,
Madina Jewellers,
Nashik-422011,
Maharashtra.
Tel# -9604353565

Dear Alfiya Zakir Shaikh,

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/DT20218070488

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change based on your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

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



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

14. Notice Period

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

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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



19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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



- *Passport
- *NSR E-Card

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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



24. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Alfiya Zakir Shaikh
Designation	Assistant System Engineer-Trainee
Institute Name	Guru Gobind Singh College Of Engineering And Research Centre, Nashik

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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

Regarding Final Interview round by Armstrong

Armstrong MBPL Jobs <jobs@armstrongltd.com>
To: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>
Cc: Jayavardhan Kale <jayavardhan.kale@armstrongltd.in>

Wed, Jan 29, 2020 at 12:55 PM

Dear Sir,

Kindly go through with the list of selected candidate after final round of interview.

1. Kunal Jejure
2. Aman Bhardwaj
3. Sanket Jadhav

Will get in touch with you regarding joining date soon.

[Quoted text hidden]



Ref. No: DTPLCN03EPP201

Date : 05.07.2020

OFFER LETTER

To,

Attarde Lalit Dinkar,

Nashik.

Dear Lalit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP204

Date : 05.07.2020

OFFER LETTER

To,

Bhadane Prajakta Shenkar,

Nashik.

Dear Prajakta

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

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Ref. No: DTPLCN03EPP194

Date : 05.07.2020

OFFER LETTER

To,

Bhamare Prathamesh Harish,

Nashik.

Dear Prathamesh

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP195

Date : 05.07.2020

OFFER LETTER

To,

Bodake Vikas Ganpat,

Nashik.

Dear Vikas

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP202

Date : 05.07.2020

OFFER LETTER

To,

Borade Shreyash Anil,

Nashik.

Dear Shreyash

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP206

Date : 05.07.2020

OFFER LETTER

To,

Chaudhari Sujit Bhaurav,

Nashik.

Dear Sujit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP203

Date : 05.07.2020

OFFER LETTER

To,

Chavan Jitesh Satish,

Nashik.

Dear Jitesh

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
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Offer Letter

1 message

<hr@konarkglobal.com>
To: dhananjay1898@gmail.com

Fri, 11 Dec, 2020 at 3:19 pm

Date: 11/12/2020

Dear Mr. Dhananjay Mahajan ,

Sub: Offer of employment

This with reference to your application and subsequent interview, we are pleased to offer you the position of **QC & Production Engineer** in Konark Group.

Your suggested date of joining is **11th December 2020** , You have agreed for our minimum tenure for two years which is the gist of your appointment

as you would be trained for next U Stamp Audit also, and trust that is mutually acceptable to you.

Please sign a copy of letter as token of your acceptance or send your confirmation on email.

Wishing you all the very best. Looking forward to build a long and fruitful association with you.

Thank you,

Regards,

Priyanka Ingole

Hr Assistant



KONARK ENGINEERS | KONARK FABTECH INDIA PVT LTD | R&D THERM (I) PVT LTD

Corporate Address: C 14/2, MIDC Industrial Area, Satpur, Nashik-422 007.

Phone: + 91-253-2361604 / 2360684

Email: hr@konarkglobal.com Site: www.konarkglobal.com

NIKHIL MEDICO GASES

**5 / Hilltop, Mahatma Nagar,
Nashik – 422 007, Maharashtra, India.**

Manufacturer of Anaesthesia Machine, Pendant, Modular Stainless Steel Operation Theatres,
Central Gas Management System, And Supplier of all types of Medical Gases.

Ref: NMG//02/06/2021

Date: 02/06/2021

EXPERIENCE LETTER

This is to certify that **Mr. Durgesh Hemant Nikumbh** was employed with us as a '**Jr. Technical Project Manager**' from 1st February 2021 to 31st May 2021. During this period, he has gained experience in the field of project planning, coordination etc.

It was a great pleasure working with **Mr. Durgesh Hemant Nikumbh** for his employment duration. During his tenure with us, we found him to be sincere, hard working, loyal and we wish him all success in his future endeavours.

NIKHIL MEDICO GASES

M. A. Shete

PROPRIETOR



Sincerely,

NIKHIL MEDICO GASES

Sangita A. Shete

(Proprietor)

E-mail: info@nikhilmedico.com

Office: +91-(0)253-2355703, Mobile: +91-(0)98220 12384

Jan-18-2021

Mr. Durgesh Somnath Wagh
A-1/7, Ichhamani R/H
Pathardi Road, Ichhamani Nagar
Near SBI, Pathardi Phata
Nashik, Maharashtra - 422 010.

Sub.: Offer Letter for the post of Trainee Engineer - Design & Development

Dear Mr. Durgesh S. Wagh,

Please refer to your application for the post of Trainee Engineer - Design & Development and subsequent interview we had with you on 14/01/2021. We are pleased to inform you that your application for the above post has been successful.

As Trainee Engineer - Design & Development, your duties are not limited to Design & Development department and other related activities. You may be requested to take on other duties/projects from time to time in accordance with your skills and experience.

It is envisaged your employment will start on or before **1st Feb-2021**.

Your Stipend/remuneration package will be Rs. 216,000.00 (Rupees Two Lakh Sixteen Thousand only) per annum, paid in Indian Rupees. Please note that this is CTC (Cost to Company).

Your Stipend/remuneration package is confidential and the company expects you to maintain the confidentiality of all information in this letter.

We shall issue you the detailed appointment letter, with terms and conditions of your employment, after you join the company.

We are confident you have the ability and commitment to significantly contribute in the coming years to make Enoch Controls Pvt. Ltd. a success.

Yours sincerely,

For Enoch Controls Pvt. Ltd.


Joseph Kalapurackal
Managing Director

Enoch Controls Private Limited

(Formerly known as Chemtrols EMET Pvt. Ltd.)



SUPREME
EQUIPMENTS

POWERED WITH PASSION

Ref: SEPL/NSK/HRD/ 2020

Date: - 06/03/2020

To,
Mr. Durgesh Somnath Wagh
A-1/7, Icchamani R/H, Pathardi
Road, Ichamani Nagar,
Pathardi Phata
Nashik- 422009

Subject: - Offer of Appointment as **"Trainee Design"**

Dear **Mr, Durgesh**

Further to your application and subsequent interviews you had with us, we are pleased to offer you a position of **"Trainee – Design"** in our organization.
You are required to join on or before **10.06.2020**, failing which this offer shall stand automatically withdrawn.
We look forward to you joining "Supreme" team.

Thanking you,
Yours truly,

For, **Supreme Equipments Pvt. Ltd.**

Mrs. Avani Gokhale
Manager - HRD



Note: Please bring the following documents at the time of joining

1. Photocopy of SSC & HSC Certificate
2. Photocopy of Graduation / Diploma Certificate
3. Photocopy of post graduation Certificate
4. Photocopy of the Certificate of additional qualification if any
5. Photocopy of Address Proof (Electricity bill/ Ration card or Passport)
6. Photocopy of Identity Proof (Driving License/ Passport / Voter card)
7. Photocopy of PAN Card & Adhar Card
8. Photocopy of Experience certificate from the previous employers
9. Photocopy of Pay slips of last 3 months
10. Photocopy of Relieving letter from the previous employer
11. Passport size photographs - 2

SUPREME EQUIPMENTS PVT. LTD.

(AN ISO 9001 CERTIFIED COMPANY)

Factory : B-37, NICE, MIDC, Satpur,
Nashik - 422007, Maharashtra, India.

Tel. : +91 253 - 2355561 / 62 / 63 | Fax. : +91 253 - 2355563
Info@supreemeequipments.com | www.supreemeequipments.com



Ref. No: DTPLCN03EPP210

Date : 05.07.2020

OFFER LETTER

To,

Gaikwad Swapnil Laxman,

Nashik.

Dear Swapnil

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

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Ref. No: DTPLCN03EPP196

Date : 05.07.2020

OFFER LETTER

To,

Gaikwad Tejas Pramod,

Nashik.

Dear Tejas

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O





Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>

Requirements for GAT - Mechanical Engineering (BE)

HR Nashik <hr.nsk@vipbags.com>

To: Sanjay Dulgaj <sanjay.dulgaj@vipbags.com>

Cc: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>, "Vijay.sarode" <vijay.sarode@ggsf.edu.in>, manish.deore@ggsf.edu.in

Wed, Jan 13, 2021 at 3:26 PM

Dear Sir,

Thanks & sorry for the inconvenience

We are glad to inform you that we recruited two candidates from your university.

details are as below:

Guru Gobind Singh College of Engineering and Research Centre				
Sr.No	Candidate Name	Category	Department	DOJ
1	Vikas Lagad	GAT - Trainee	Plant Engineering	21-12-2020
2	Harshal Loharkar	GAT - Trainee	Quality Engineering	01-01-2021

[Quoted text hidden]



**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date:01-May-2021

**Hrishikesh Gangadhar Kawde
C9460567**

**Flat No-37,A wing Building No-3, Shubham Park, Ambad Link Road, Uttam Nagar Nashik
9370890932**

Dear **Hrishikesh Gangadhar Kawde,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboarding Online Learning Program : As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module – “Technology Fundamentals Online Learning” program. The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort.

Details of the program are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the first attempt of Technology Fundamentals assessment based on the Pre-Onboarding Online Learning Program that was provided to you.
- In case you are unable to clear your Technology Fundamentals assessment during the first attempt, you will be provided a chance to take a second attempt before onboarding.
- Technology stream training will begin upon onboarding for those who have cleared the Technology Fundamentals assessment in the first or the second attempt.
- In case you are unable to clear your Technology Fundamentals assessment in the first or the second attempt, we will continue to onboard you on the confirmed date. Post onboarding/joining Accenture, you will be provided a third attempt.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboarding Learning Program content, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt or have not completed your Pre-Onboarding Online Learning training you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in the first attempt test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-onboarding Online Learning Program you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the Pre-onboarding Online Learning Program mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:
<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink on a light blue background. The signature is cursive and appears to read 'M. Zurale'. There is a horizontal line drawn across the signature.

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law[#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.



Ref. No: DTPLCN03EPP197

Date : 05.07.2020

OFFER LETTER

To,

Jadhav Shubham Laxman,

Nashik.

Dear Shubham

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>

Requirements for GAT - Mechanical Engineering (BE)

HR Nashik <hr.nsk@vipbags.com>

Mon, Jan 25, 2021 at 5:03 PM

To: Sanjay Dulgaj <sanjay.dulgaj@vipbags.com>

Cc: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>, "Vijay.sarode" <vijay.sarode@ggsf.edu.in>, manish.deore@ggsf.edu.in

Dear Sir,

Thanks & sorry for the inconvenience, please find the details below.

Guru Gobind Singh College of Engineering and Research Centre

Sr.No	Candidate Name	Category	Department	DOJ
1	Jagdish Argade	Trainee	Quality Assurance	14-01-2021

--

Best Regards,

Suraj R Jagtap

VIP INDUSTRIES LIMITED

78-A, MIDC Estate, Satpur, Nashik - 422007

Board: +91-253-2406739 | Ext.739 | Mobile:7030751806.

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[Quoted text hidden]





Ref. No: DTPLCN03EPP211

Date : 05.07.2020

OFFER LETTER

To,

Jagtap Sumit,

Nashik.

Dear Sumit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

06TH August 2020

PRIVATE & CONFIDENTIAL

To,
Mr JAGTAP CHETAN,
N -52, A/d-2, 9-3, Saibaba Nagar,
Mahakali Road, CIDCO, Nashik

Sub: Letter of Offer

Dear Jagtap,

With reference to your application and the subsequent interviews you had with us, we have the pleasure in offering you an appointment as **Graduate Engineer Trainee (GET)**.

We expect you to join us on or before **10th August 2020** at 9.00 a.m. at our **Nagothane Plant** and contact self for joining formalities / induction.

This is only an offer of appointment and a detailed appointment letter will be issued to you on joining. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which the offer lapses on the stipulated date.

This offer is subject to satisfactory reference checks and medical fitness.

Your monthly remuneration would be as discussed and agreed. The break-up of the salary structure would be provided along with the appointment letter.

Please submit self attested copies of Certificates in proof of your age, education, experience, relieving letter of present & previous employment, monthly emoluments, PAN details, Aadhar Card, cancelled cheque and 6 copies of passport size photographs at the time of joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance indicating the earliest date of your joining.

Thanking you,

Yours Sincerely,

for JINDAL SAW LIMITED



Dr Shashi B Sinha.
Sr. General Manager (HR &IR)



06TH August 2020

PRIVATE & CONFIDENTIAL

To,
Mr JITESH S CHAVAN
B - 204, Sai Paradise Apartment,
Walal Pathardi Road, Indira Nagar,
Nashik- 422009

Sub: Letter of Offer

Dear Jitesh,

With reference to your application and the subsequent interviews you had with us, we have the pleasure in offering you an appointment as **Graduate Engineer Trainee (GET)**.

We expect you to join us on or before **10th August 2020** at 9.00 a.m. at our **Nagothane** Plant and contact self for joining formalities / induction.

This is only an offer of appointment and a detailed appointment letter will be issued to you on joining. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which the offer lapses on the stipulated date.

This offer is subject to satisfactory reference checks and medical fitness.

Your monthly remuneration would be as discussed and agreed. The break-up of the salary structure would be provided along with the appointment letter.

Please submit self attested copies of Certificates in proof of your age, education, experience, relieving letter of present & previous employment, monthly emoluments, PAN details, Aadhar Card, cancelled cheque and 6 copies of passport size photographs at the time of joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance indicating the earliest date of your joining.

Thanking you,

Yours Sincerely,

for JINDAL SAW LIMITED



Dr Shashi B Sinha.
Sr. General Manager (HR &IR)





Ref. No: DTPLCN03EPP208

Date : 05.07.2020

OFFER LETTER

To,

Kadam Harshada Vijay,

Nashik.

Dear Harshada

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP187

Date : 05.07.2020

OFFER LETTER

To,

Kamlaskar Sumit Milind,

Nashik.

Dear Sumit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Offer of Employment

Date – October 1st, 2020

To,

Mr. Kaustubh Jayant Yawalkar

10, Shivani Apartment, Gangapur Road,
Tirupati Town S.T. Colony, Sawarkar Nagar
Nashik, Maharashtra- 422013
Mobile –09422752419, yawalkarkaustubh@gmail.com

Dear Kaustubh,

We are pleased to welcome you on board and for you to be a part of accomplishing the vision of Armstrong.

Innovation being the foundation of our existence, our purpose is 'Customer Obsession' that has made Armstrong the 'first name and the last word in the industry'.

We at Armstrong, provide all our teammates with exciting opportunities to excel and reach new heights in their careers.

You being a part of strong talent pool, will be playing a role/position of "**Trainee Engineer-PPC**" reporting to "**Mr. Makarand Dahiwale**" at our location "**Sogras**" from "**October 5th, 2020**".

We are sure, you must also be excited to know the related conditions of your offer letter and to begin your journey with Armstrong. Kindly find the same mentioned below-

1. You will be on a probation period of **6 (Six)** months from the date of your joining.
2. Your annual compensation (CTC) is INR **2,16,000/- (Rupees Two Lac Sixteen Thousand Only)** which is attached as Annexure 'A'
3. We are excited to welcome you on **October 5th, 2020** on the following address –

Armstrong Machine Builders Pvt. Ltd.

Nashik Office,

102, First Floor, Padmavishva Orchid, Opp. Mahatma Nagar Road,
Opp. Mahatma Nagar Cricket Ground, Mahatma Nagar, Nashik 422 007.

Congratulations to you once again!

We are excited to have you as a part of Armstrong family for making "lives made easy" of our world-wide customers.

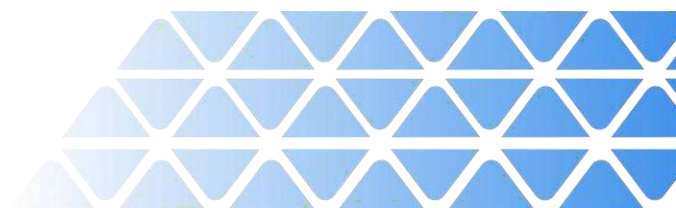
For Armstrong Machine Builders Pvt. Ltd.

Mitali Avhad

Team Leader

Factory Address: 14/2, Shubhada Industrial Estate,
Indira Nagar, Satana, Nashik-423301.

Corporate Address: #301A, Gera77, Kalyani Nagar,
Besides AgaKhan Palace, Pune



Annexure “A”

Trainee Engineer- PPC

Compensation Details		
CTC (Cost to Company)	18,000	2,16,000
Basic	5,400	64,800
HRA (House Rent Allowance)	1,620	19,440
Education	810	9,720
Vehicle Reimbursement	-	-
Attire	54	648
LTA	450	5,400
Special allowances	7,713	92,557
Gross on salary slip	16,047	1,92,565
Deductions on salary slip	-	-
Esic	120	1,444
PF	648	7,776
PA	47	564
Mediclaime	418	5,016
PT (Professional Tax)	200	2,400
Total Deduction (As per Payslip)	1,433	17,200
NET PAYABLE	14,614	1,75,364
EPF-(Employer's Contribution)	721	8,657
Bonus	450	5,398
ESIC- Employer	522	6,258
Gratuity	260	3,117
Total Deduction	3,386	40,631
Cost to Company (CTC)	18,000	2,16,000

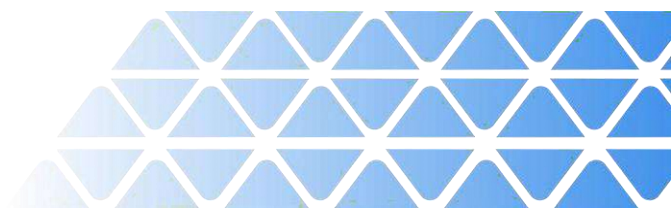
- You will be eligible for the appraisal in July 2022 based on the performance.
- The above salary structure is subject to necessary changes under labour laws and other statutory changes if any.
- Kindly endorse your acceptance to the letter, Scan and revert within 4 days of receipt of the offer proposal.

The above offer is accepted to me.

Signature
Name –
Date –
Place

Factory Address: 14/2, Shubhada Industrial Estate,
Indira Nagar, Satana, Nashik-423301.

Corporate Address: #301A, Gera77, Kalyani Nagar,
Besides AgaKhan Palace, Pune





Ref. No: DTPLCN03EPP207

Date : 05.07.2020

OFFER LETTER

To,

Kotwal Nikhil Sanjay,

Nashik.

Dear Nikhil

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regarding Final Interview round by Armstrong

Armstrong MBPL Jobs <jobs@armstrongltd.com>
To: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>
Cc: Jayavardhan Kale <jayavardhan.kale@armstrongltd.in>

Wed, Jan 29, 2020 at 12:55 PM

Dear Sir,

Kindly go through with the list of selected candidate after final round of interview.

1. Kunal Jejure
2. Aman Bhardwaj
3. Sanket Jadhav

Will get in touch with you regarding joining date soon.

[Quoted text hidden]



SHILPA ENGINEERING

Works : J-19, M.I.D.C., Ambad, Nashik - 422010
(Maharashtra) INDIA, Phone (0253) 6604776
Email : shilpaengg2000@rediffmail.com
GST NO.27AJRPK2357E1Z1

- Machine Parts, Checking Gauges for Body Shop
- Special Purpose Machines and Line
- Welding Fixtures
- Jigs and Fixtures
- Injection Molded Plastic Parts

Date :

To,
Lalit Attarde,
Nashik

Sub: Appointment letter

Dear Mr. Lalit Attarde,

With reference to the interview you had with us on 30 December 2020, we are pleased to appoint you in our company on the following terms & conditions.

1. Commencement of Service: Date 01 January 2021
2. Designation: Jr. Engineer
3. Department: Design & Production.
4. Place of Posting: Nasik
5. Probationary period

Probationary period will be of 6 (Six) months. Confirmation is subjected to conduct on performance being satisfactory. Termination during probationary period without any notice and or assigning any reason. On successful completion of your probationary period your services will be confirmed by the company in writing, till your services will be confirmed by the company in writing you shall be deemed to be on probation.

6. Hours of work:

(A) You will attend your duties on all working days, excepting on such days which may be declared as holidays, as may be necessary or prescribed by the employer or any other person authorised on that behalf.

(B) You shall devote your whole time and attention to your duties and work except in case of leave, illness or accident in which case, you shall forthwith notify and intimate the same to the person or person having the principal control of works or duties in or in connection with which you shall for the time being be employed.

7. Conformity to standard of work requirements:

(A) You shall not fall short of the standard of knowledge, skill and efficiency required of person of the qualification possessed by and or position occupied by you and you shall use your best endeavours, full weight of your education, experience and intelligence to promote the interest of employer.

(B) You shall not during the currency of this employment, accept any other full and or part time service under any other person or concern directly or indirectly in any other business whatsoever.

(C) You shall not see divulge any trade or other secrets of employer during or after the period of employment with the company, nor do or countenance any act to prejudice or any interests of the employer either during the period of your employment or any time thereafter.

(D) You shall maintain and keep in your safe custody such books, documents and other papers as may be issued to you or may come in your profession and shall return the same required.

(E) You shall not accept any commission, gratuity, gift or remuneration of any kind whatsoever, from any person or concern in connection with or by reason of your service under this contract.

(F) If you suffer prolonged illness or are partially or wholly disabled either permanently or for a long period, the employer shall be entitled to terminate the service without notice and shall not be liable to pay any compensation or damages in respect of by reason of such termination.

(G) You will be liable to transfer from one shift to another shift and one department to another department or any of its subsidiaries, branches, units, associates, companies, sister concerns, or business in which this organization or may have any interest without any additional stipend, remuneration or allowance.

B. Termination of employment:

Either party shall be at liberty to terminate the employment by giving one month notice in writing or if employer exercises there right of termination by payment equivalent to one month's salary in lieu of notice. In the event the employee terminating his employment face to render the services during the period of notice, the employee agrees to reimburse the employer an amount equivalent to the unfulfilled (balance) period of notice from his any dues payable to the employee by the employer, including that of damage by way of tort. The party exercising the right of termination shall be under no obligation to furnish to the other party the reasons for terminating the employment.

9 Other terms:

(A) You shall devote yourself to such duties as may be assigned to you from time to time to shall abide by the existing rules and regulations of the employer and that may here after amended or added from time to time. You shall abide by directors order and or orders given by the employers other representatives from time to time or any other person authorized on their behalf. The employee shall work under the supervision control and directions of the employer or any other person authorised in that behalf and shall faithfully assiduously serve the employer.

(B) At the time of employment if the employee has done any development or innovations, it will be patented by whole and sole in the name of employer.

(C) The provision contents in this appointment letter shall be in all respects governed by the laws of India the parties here to submit to the jurisdiction of the courts at Nasik.

(D) Your employment would come to an end automatically on attaining the age of 60 years by way of retirement.

10 Remuneration:

(A) The employer agrees to pay you a salary of Rs. 9000/Month (Nine Thousand Only)

(B) Bonus : As Per Companies rules.

Please sign the duplicate copy of this appointment letter in token of your acceptance .

Thank you,

I accept the above terms & conditions .



Yours Faithfully,
For Shilpa Engineering.



Ref. No: DTPLCN03EPP185

Date : 05.07.2020

OFFER LETTER

To,

Loharkar Harshal Pradeep,

Nashik.

Dear Harshal

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
☎: +91-2135 - 610445, Fax : +91-2135-610464. Website : www.dhoottransmission.com

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ISO 9001
DHSAS 18001
BUREAU VERITAS
Certification





Ref. No: DTPLCN03EPP209

Date : 05.07.2020

OFFER LETTER

To,

Nahire Samiksha Sanjay,

Nashik.

Dear Samiksha

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP198

Date : 05.07.2020

OFFER LETTER

To,

Nikumuh Durgesh Hemant,

Nashik.

Dear Durgesh

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Regd. Office / Factory : Gut No.118/17 & 118/18 Village, Wasuli, Chakan, Taluka Rajgurunagar-khed, Dist. Pune- 410501
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ISO 9001
DHSAS 18001
BUREAU VERITAS
Certification



BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: <http://www.mhrdnats.gov.in/>



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
nitesh sitaram yadav	Male	25-Feb-1993	28	
Father / Mother Name	Enrollment Number	Caste	PWD	
Vimla Sitaram Yadav	WMHG006201101383	OTHERS	NO	
Address for Communication		Mobile Number	Email Address	
K3/322, MMRDA COMPLEX, KANJURMARG WEST., kanjurmarg Mumbai, MUMBAI MAHARASHTRA - 400078		9768341642	niteshy362@gmail.com	

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
GURU GOBIND SINGH COLLEGE OF ENGINEERING AND RESEARCH CENTRE, NASHIK.	71435316H	Nov-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
08-Feb-2021	12 Months	12000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

NAME AND ADDRESS OF THE EMPLOYER

MAHANAGAR GAS LTD - WMHMCP000281
MGL HOUSE BLOCK NO. G-33, OPP. ICICI TOWER, BANDRA - KURLA COMPLEX
MUMBAI, MAHARASHTRA - 400051

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.

IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
2. It shall be not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of the apprentice to accept an employment under employer
NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
(vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
(vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
(ii) Every employer is required to formulate a "Training Program" for the training of Graduate/Technicians/Technician (Vocational) apprentices and get it approved by respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he/she is attached for training. They will be eligible for 12 days of Casual Leave and 15 days of Medical Leave with payment of stipend. Extra ordinary leave up to 10 days with or without payment of stipend may be granted at the discretion of the establishment
(ii) The stipend of a particular month shall be paid before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference



Ref. No: DTPLCN03EPP186

Date : 05.07.2020

OFFER LETTER

To,

Patil Siddhesh Rajendra,

Nashik.

Dear Siddhesh

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Ref. No: DTPLCN03EPP212

Date : 05.07.2020

OFFER LETTER

To,

Prafulla Mahesh Bhirud,

Nashik.

Dear Mahesh

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O

Date :30/09/2020

To
Prafull Govardhane
(Code: CAN237069)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Assembly Technician**. Your services are being deputed to **EPIROC MINING INDIA LIMITED** on the following terms and conditions:

- Your employment will be valid from **01/10/2020 To 31/03/2021** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 204,000.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.


Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

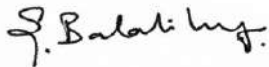
Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	12,500.00	150,000.00
House Rent Allowance	1,395.00	16,740.00
Statutory Bonus	1,041.00	12,492.00
Gross Salary	14,936.00	179,232.00
Employer's Contribution to ESI	486.00	5,832.00
Employer's Contribution to EPF	1,500.00	18,000.00
Insurance	78.00	936.00
CTC (Cost to the company)	17,000.00	204,000.00
Employee's Contribution to EPF	1,500.00	18,000.00
Employee's Contribution to ESI	113.00	1,356.00
Net take home = (Gross salary- Total deduction)	13,323.00	159,876.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: <http://www.mhrdnats.gov.in/>



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
BHADANE PRAJAKTA SHEKHAR	Female	29-Sep-1997	24	
Father / Mother Name	Enrollment Number	Caste	PWD	
BHADANE SUNITA SHEKHAR	WMHG006201103417	OBC	NO	
Address for Communication	Mobile Number	Email Address		
13 PRASHANT HIRE NAGAR HIRAWADI ROAD, PANCHAVATI NASHIK Nashik, NASHIK MAHARASHTRA - 422003	8484823133	prajktabhadane111@gmail.com		

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
GURU GOBIND SINGH COLLEGE OF ENGINEERING AND RESEARCH CENTRE, NASHIK.	B151200813	Nov-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
27-Jan-2021	12 Months	16000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

NAME AND ADDRESS OF THE EMPLOYER

EPIROC MINING INDIA LIMITED PRODUCT COMPNAY NASHIK - WMHNSP000011 90, M.I.D.C. AREA, SATPUR, M.I.D.C., Nashik NASHIK, MAHARASHTRA - 422007
--

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.
IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
2. It shall be not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of the apprentice to accept an employment under employer
NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
(vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
(vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
(ii) Every employer is required to formulate a "Training Program" for the training of Graduate/Technicians/Technician (Vocational) apprentices and get it approved by respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he/she is attached for training. They will be eligible for 12 days of Casual Leave and 15 days of Medical Leave with payment of stipend. Extra ordinary leave up to 10 days with or without payment of stipend may be granted at the discretion of the establishment
(ii) The stipend of a particular month shall be paid before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference

27-10-2021

To,

Mr. Pratik Jagdale
F-03 Venkatesh Residency Badade Nagar,

Pangre Mala Nashik, Maharashtra,

42209

Subject: Letter of Intent

Further to the interview you had with us we are pleased to offer you the position of **Software Engineer at Mindruby Technologies LLP.**

- You are required to join us by **08th November 2021.**
- For the first 6 months of employment, you will be on probation.
- During probation period or in the event of willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interest of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice or compensation whatsoever.

In case this offer is acceptable to you, please return the duplicate copy of this letter duly signed, confirming your date of joining. In case we do not receive your acceptance of this offer by **28th October, 2021** or this offer will stand automatically withdrawn.

A formal letter of appointment will be issued to you on the day of your joining.

We look forward to your joining at the earliest.

Once again a very warm welcome to Mindruby Family!

Best regards,

Team – Human Resources

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022


Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: <http://www.mhrdnats.gov.in/>



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
Aher Pratiksha Subhash	Female	16-Mar-1999	22	
Father / Mother Name	Enrollment Number	Caste	PWD	
Aher Sunanda Subhash	WMHG006201104375	OBC	NO	
Address for Communication		Mobile Number	Email Address	
N-33,L-69,1/3 Sahyadri nagar cidco nashik, Nashik Nashik, NASHIK MAHARASHTRA - 422009		8830597931	aherpratiksha16@gmail.com	

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
GURU GOBIND SINGH COLLEGE OF ENGINEERING AND RESEARCH CENTRE	B151200802	Nov-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
05-Feb-2021	12 Months	16000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

NAME AND ADDRESS OF THE EMPLOYER

EPIROC MINING INDIA LIMITED PRODUCT COMPNAY NASHIK - WMHNSP000011
90, M.I.D.C. AREA, SATPUR, M.I.D.C., Nashik
NASHIK, MAHARASHTRA - 422007

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.
IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
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NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the central Apprenticeship Adviser.
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iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
(vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
(vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
(ii) Every employer is required to formulate a "Training Program" for the training of Graduate/Technicians/Technician (Vocational) apprentices and get it approved by respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he/she is attached for training. They will be eligible for 12 days of Casual Leave and 15 days of Medical Leave with payment of stipend. Extra ordinary leave up to 10 days with or without payment of stipend may be granted at the discretion of the establishment
(ii) The stipend of a particular month shall be paid before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: <http://www.mhrdnats.gov.in/>



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
SHAHAKAR PRATIKSHA KIRAN	Female	24-Sep-1999	22	
Father / Mother Name	Enrollment Number	Caste	PWD	
JAYSHREE	WMHG006200401991	SC	NO	
Address for Communication	Mobile Number	Email Address		
JAIL ROAD NASHIK ROAD, PRATIKSHA BUNGLOW SHRIRANG HSG SOC Nashik, NASHIK MAHARASHTRA - 422101	7798398359	pratikshahahakar@gmail.com		

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
GURU GOBIND SINGH COLLEGE OF ENGINEERING AND RESEARCH CENTRE, NASHIK.	71809125G	Apr-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
27-Jan-2021	12 Months	16000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

NAME AND ADDRESS OF THE EMPLOYER

EPIROC MINING INDIA LIMITED PRODUCT COMPNAY NASHIK - WMHNSP000011
90, M.I.D.C. AREA, SATPUR, M.I.D.C., Nashik
NASHIK, MAHARASHTRA - 422007

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.
IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
2. It shall be not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of the apprentice to accept an employment under employer
NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
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(ii) Every employer is required to formulate a "Training Program" for the training of Graduate/Technicians/Technician (Vocational) apprentices and get it approved by respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he/she is attached for training. They will be eligible for 12 days of Casual Leave and 15 days of Medical Leave with payment of stipend. Extra ordinary leave up to 10 days with or without payment of stipend may be granted at the discretion of the establishment
(ii) The stipend of a particular month shall be paid before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference



Paarami Engineered Solutions

Nashik, Maharashtra – 422101.

APPOINTMENT LETTER

Dear Mr. Rahul Kale,

In accordance with your personal interview and Technical Interview in 3rd week of June 2021.

We are glad to appoint you as "**Trainee Product Engineer**", training period would be of 6 months minimum in which you are expected to learn wholeheartedly about the development of products, processes & its applications in the industry.

Your date of joining would be **28 June 2021**.

For the offered position of trainee product engineer **Dedication to learning, Self-motivation, Focus and Committed behavior** play the most important role and same expected from you.

During the Training period, **P.E.S.** will invest **Rs.6000** per Month on your training and development.

Authorized Signatory,

For
Paarami Engineered Solutions

Regarding Final Interview round by Armstrong

Armstrong MBPL Jobs <jobs@armstrongltd.com>
To: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>
Cc: Jayavardhan Kale <jayavardhan.kale@armstrongltd.in>

Wed, Jan 29, 2020 at 12:55 PM

Dear Sir,

Kindly go through with the list of selected candidate after final round of interview.

1. Kunal Jejure
2. Aman Bhardwaj
3. Sanket Jadhav

Will get in touch with you regarding joining date soon.

[Quoted text hidden]

September 18th 2020

Internship Offer

Dear Sanket Patil,

On behalf of ARCATRON MOBILITY PRIVATE LIMITED, I am pleased to extend to you this offer of temporary employment as **Mechanical Engineering Intern**, reporting to Mr. **Nimesh Kumar**.

If you accept this offer, you will begin your internship with the Company on **October 1st 2020**.

You will be paid a stipend of INR 13,000 (Rupees Thirteen Thousand only) per month. As an intern, you will receive 'temporary employment' status. As a temporary employee, you may not be eligible for any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays.

Your internship is expected to end on **January 31st 2021**. However, the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to intellectual property, trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your-own imposes or from disclosing it to anyone outside the Company. In addition, you agree that upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions it may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding Please indicate your acceptance of this offer by signing below.

If you have any questions, please don't hesitate to contact us.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Ganesh Sonawane".

Mr. Ganesh Sonawane (CEO).

I accept employment with the Company on the terms and conditions set out in this letter.

Mr. Sanket Patil

Date:

06TH August 2020

PRIVATE & CONFIDENTIAL

To,
Mr SHEKHAR DESHMUKH
44, Deshmukh lane,
A/P Adgaon, Nashik 422003

Sub: Letter of Offer

Dear Shekhar,

With reference to your application and the subsequent interviews you had with us, we have the pleasure in offering you an appointment as **Graduate Engineer Trainee (GET)**.

We expect you to join us on or before **10th August 2020** at 9.00 a.m. at our **Nagothane** Plant and contact self for joining formalities / induction.

This is only an offer of appointment and a detailed appointment letter will be issued to you on joining. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which the offer lapses on the stipulated date.

This offer is subject to satisfactory reference checks and medical fitness.

Your monthly remuneration would be as discussed and agreed. The break-up of the salary structure would be provided along with the appointment letter.

Please submit self attested copies of Certificates in proof of your age, education, experience, relieving letter of present & previous employment, monthly emoluments, PAN details, Aadhar Card, cancelled cheque and 6 copies of passport size photographs at the time of joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance indicating the earliest date of your joining.

Thanking you,

Yours Sincerely,

for JINDAL SAW LIMITED



Dr Shashi B Sinha.
Sr. General Manager (HR &IR)



Ref. No: DTPLCN03EPP200

Date : 05.07.2020

OFFER LETTER

To,

Shinde Smit Kiransing,

Nashik.

Dear Smit

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



SHILPA ENGINEERING

Works : J-19, M.I.D.C., Ambad, Nashik - 422010
(Maharashtra) INDIA, Phone (0253) 6604776
Email : shilpaengg2000@rediffmail.com
GST NO.27AJRPK2357E1Z1

- Machine Parts, Checking Gauges for Body Shop
- Special Purpose Machines and Line
- Welding Fixtures
- Jigs and Fixtures
- Injection Molded Plastic Parts

Date :

To,
Shubham Gulvani,
Nashik

Sub: Appointment letter

Dear Mr. Shubham Gulvani,

With reference to the interview you had with us on 30 December 2020, we are pleased to appoint you in our company on the following terms & conditions.

1. Commencement of Service: Date 01 January 2021
2. Designation: Jr. Engineer
3. Department: Design & Production.
4. Place of Posting: Nasik
5. Probationary period

Probationary period will be of 6 (Six) months. Confirmation is subjected to conduct on performance being satisfactory. Termination during probationary period without any notice and or assigning any reason. On successful completion of your probationary period your services will be confirmed by the company in writing, till your services will be confirmed by the company in writing you shall be deemed to be on probation.

6. Hours of work:

(A) You will attend your duties on all working days, excepting on such days which may be declared as holidays, as may be necessary or prescribed by the employer or any other person authorised on that behalf.

(B) You shall devote your whole time and attention to your duties and work except in case of leave, illness or accident in which case, you shall forthwith notify and intimate the same to the person or person having the principal control of works or duties in or in connection with which you shall for the time being be employed.

7. Conformity to standard of work requirements:

(A) You shall not fall short of the standard of knowledge, skill and efficiency required of person of the qualification possessed by and or position occupied by you and you shall use your best endeavours, full weight of your education, experience and intelligence to promote the interest of employer.

(B) You shall not during the currency of this employment, accept any other full and or part time service under any other person or concern directly or indirectly in any other business whatsoever.

(C) You shall not see divulge any trade or other secrets of employer during or after the period of employment with the company, nor do or countenance any act to prejudice or any interests of the employer either during the period of your employment or any time thereafter.

(D) You shall maintain and keep in your safe custody such books, documents and other papers as may be issued to you or may come in your profession and shall return the same required.

(E) You shall not accept any commission, gratuity, gift or remuneration of any kind whatsoever, from any person or concern in connection with or by reason of your service under this contract.

(F) If you suffer prolonged illness or are partially or wholly disabled either permanently or for a long period, the employer shall be entitled to terminate the service without notice and shall not be liable to pay any compensation or damages in respect of by reason of such termination.

(G) You will be liable to transfer from one shift to another shift and one department to another department or any of its subsidiaries, branches, units, associates, companies, sister concerns, or business in which this organization or may have any interest without any additional stipend, remuneration or allowance.

8. Termination of employment:

Either party shall be at liberty to terminate the employment by giving one month notice in writing or if employer exercises there right of termination by payment equivalent to one month's salary in lieu of notice. In the event the employee terminating his employment face to render the services during the period of notice, the employee agrees to reimburse the employer an amount equivalent to the unfulfilled (balance) period of notice from his any dues payable to the employee by the employer, including that of damage by way of tort. The party exercising the right of termination shall be under no obligation to furnish to the other party the reasons for terminating the employment.

9 Other terms:

(A) You shall devote yourself to such duties as may be assigned to you from time to time to shall abide by the existing rules and regulations of the employer and that may here after amended or added from time to time. You shall abide by directors order and or orders given by the employers other representatives from time to time or any other person authorized on their behalf. The employee shall work under the supervision control and directions of the employer or any other person authorised in that behalf and shall faithfully assiduously serve the employer.

(B) At the time of employment if the employee has done any development or innovations, it will be patented by whole and sole in the name of employer.

(C) The provision contents in this appointment letter shall be in all respects governed by the laws of India the parties here to submit to the jurisdiction of the courts at Nasik.

(D) Your employment would come to an end automatically on attaining the age of 60 years by way of retirement.

10 Remuneration:

(A) The employer agrees to pay you a salary of Rs. 9000/Month (Nine Thousand Only)

(B) Bonus : As Per Companies rules.

Please sign the duplicate copy of this appointment letter in token of your acceptance .

Thank you,

I accept the above terms & conditions .



Faithfully,
You

* Shilpa Engineering.

Sharda Motor Industries Ltd.

(Exhaust Systems & Suspension Division)

Plot No 112 MIDC, Satpur, Nasik 422 007, Maharashtra



WORKS

PHONE

E-MAIL

0253 6687681

smilnasik@shardamotor.com

Ref: SMIL/NSK/HR/2020/47

Date: 31st Oct, 2020

Mr. Shubham J. Wagh

Flat No B6, Ramaraman Soc., Murari Nagar, Near Mauli Lawns
Nasik

Dear Mr. Shubham,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as a Diploma Apprentice Trainee w.e.f. 31/10/2020 for our Nasik Plant.

Your appointment is subject to the following terms and conditions:

1. Your training will be for a period of one year. You will be working as a Diploma Apprentice Trainee-Production under Apprentice Act 1961. You will be paid Rs.13000/- (Rupees Thirteen thousand rupees) consolidated stipend per month.
2. The training given to you does not automatically entitle you to regular appointment in the company. However, on satisfactory completion of your training and subject to there being a vacancy at that time, you may be considered for regular appointment in the company.
2. Your training shall be subject to your being found medically, physically and mentally fit and continue to be as such during the period of your training. You are further liable to submit yourself for medical check-up as and when required by the management. You can be discharged from the training in case of continued ill health.
4. You shall diligently and faithfully carry out instructions given to you by your superiors in connection with your training and day today working to the best of your capacity, skill and ability.
5. You shall be governed by the rules and regulations of the company as may be in force from time to time.

Contd..2

..2..

6. You shall not absent yourself from your work or overstay the sanctioned leave at any time without the consent of the management in writing.
7. During the tenure of your training, you will use the property of the company with utmost care. You shall be responsible for safe keeping and return in good condition of the property or assets of the company, if any, entrusted to you and you shall be liable to account for the same.
8. You shall not at any time or without the consent of the Organisation, disclose, divulge or make public except under legal obligation and process, accounts, transactions and dealings of the Management whether the same may be confined or become known to you in the course of your service or otherwise. In this connection, you are requested to sign the Non Disclosure Agreement and send it to us along with the signed and accepted copy of Appointment Letter.
9. During the period of training, you will be required to give one month's notice in writing in case you want to leave the training. Your training period shall be of Twelve months from the date of commencement of training and the same will stand automatically terminated at the end thereof, without any notice.
10. During the training period, if your performance is found unsatisfactory, the Company shall be entitled to terminate the training without giving any notice or assigning any reason thereof.
11. Any change in your residential address should be notified in writing to the company. Any communication sent at the address furnished by you shall be deemed to be a sufficient service.

Kindly sign the duplicate copy of this letter as a token of your having accepted the terms and conditions mentioned above.

Thanking you,
For SHARDA MOTOR INDUSTRIES LTD.,



(Authorized Signatory)

1. (F&A)
2. Personal File

January 5, 2022

HRD/3T/1002901202/21-22

Mr. Shubhamkar Sadgule
N 41 ACD 10/2
Aanand Nagar Pawan Nagar
Nashik-422009
India

Ph: +91-9403130281

Dear Shubhamkar,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.05 23:37:38 IST
Reason: Digitally Signed
Location: Bangalore

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

January 5, 2022

HRD/1002901202/21-22

Mr. Shubhamkar Sadgule
N 41 ACD 10/2
Aanand Nagar Pawan Nagar
Nashik-422009
India

Ph: +91-9403130281

Dear Shubhamkar,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2022**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the Training)

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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Shubhamkar Sadgule
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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

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

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

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

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

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

06TH August 2020

PRIVATE & CONFIDENTIAL

To,
Mr SIDDHANT SURWADE,
Datta Nagar, Lasalgaon,
Niphad, Nashik

Sub: Letter of Offer

Dear Siddhant,

With reference to your application and the subsequent interviews you had with us, we have the pleasure in offering you an appointment as **Graduate Engineer Trainee (GET)**.

We expect you to join us on or before **10th August 2020** at 9.00 a.m. at our **Nagothane Plant** and contact self for joining formalities / induction.

This is only an offer of appointment and a detailed appointment letter will be issued to you on joining. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which the offer lapses on the stipulated date.

This offer is subject to satisfactory reference checks and medical fitness.

Your monthly remuneration would be as discussed and agreed. The break-up of the salary structure would be provided along with the appointment letter.

Please submit self attested copies of Certificates in proof of your age, education, experience, relieving letter of present & previous employment, monthly emoluments, PAN details, Aadhar Card, cancelled cheque and 6 copies of passport size photographs at the time of joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance indicating the earliest date of your joining.

Thanking you,

Yours Sincerely,

for JINDAL SAW LIMITED



Dr Shashi B Sinha.
Sr. General Manager (HR &IR)



BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: <http://www.mhrdnats.gov.in/>



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
PATIL SNEHA KESHAV	Female	30-Jan-1998	24	
Father / Mother Name	Enrollment Number	Caste	PWD	
KAVITA	WMHG006200605367	OTHERS	NO	
Address for Communication	Mobile Number	Email Address		
H.NO. 3441, GANRAJ CHOWK, CHAVATA, NASHIK, NASHIK Nashik, NASHIK MAHARASHTRA - 422001	9545434194	patil301998@gmail.com		

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
GURU GOBIND SINGH COLLEGE OF ENGINEERING AND RESEARCH CENTRE, NASHIK.	71809076E	Jun-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
27-Jan-2021	12 Months	16000.0	
Contract Regn. No.	Approved On	Approved By	
WMHG20006000920	24-Mar-2021	mhgofficer5	

NAME AND ADDRESS OF THE EMPLOYER

EPIROC MINING INDIA LIMITED PRODUCT COMPNAY NASHIK - WMHNSP000011
90, M.I.D.C. AREA, SATPUR, M.I.D.C., Nashik
NASHIK, MAHARASHTRA - 422007

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.
IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE AND TECHNICIAN APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
2. It shall not be obligatory on part of the employer to offer any employment to the apprentice on successfully completing the apprenticeship training in their establishment nor shall it be obligatory on part of the apprentice to accept an employment under the employer

NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the Central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
(vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
(vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
(ii) Every employer is required to formulate a "Training Programme" for the training of Graduate/Technician apprentices and get it approved by the respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate/Technician Apprentice shall work according to the normal hours of work of the department in the establishment to which they are attached for training. Leaves for apprentices will be guided by the training establishments leave policy.
(ii) The stipend of a particular month shall be paid on or before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference

Proforma Welcome Letter

Gat No 306,Nanekarwad,
Chakan, Pune 410501
Maharashtra (INDIA)
Phone : +91 20 30616300
Fax : +91 20 3061444
PAN NO = AAACK7312E

DOI - 29.07.2020

T.N- C2809

Dear :

Name- Snehal Balasaheb Ashtekar

We are happy to welcome you as a NEEEM trainee w.e.f -29.07.2020 as per your training contract letter issued by M/S Deccan Management Consultants Finishing Schools Skills Foundation.

Through a well-structured and guided training, we want you to enhance your skills and expertise, which will help you for future profession. We wish you all the best and to have a fruitful training session with us.

The term and condition of your appointment letter will be governed under employment letter issued by NEEEM facilitator M/S Deccan Management Consultants Finishing Schools Skills Foundation.

Thanking You,

Yours Faithfully,



Ravindra Patil

Deputy Manager-HR



Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>

Requirements for GAT - Mechanical Engineering (BE)

Sanjay Dulgaj <sanjay.dulgaj@vipbags.com>

Thu, Dec 24, 2020 at 7:51 PM

To: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>

Cc: HR Nashik <hr.nsk@vipbags.com>, "Vijay.sarode" <vijay.sarode@ggsf.edu.in>, manish.deore@ggsf.edu.in

Dear Sir,

Thanks for your kind support.

We are glad to inform you that we recruited One candidate from your university.

details are as below:

Guru Gobind Singh College of Engineering and Research Centre				
Sr.No	Candidate Name	Category	Department	DOJ
1	Sudharshan Aware	GAT - Trainee	D & D Department	18-12-20

[Quoted text hidden]

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With regards,

Sanjay Prakash Dulgaj

HR & Admn; email id: sanjay.dulgaj@vipbags.com; Mobile No: 9730074556

VIP Industries Limited

78-A, MIDC Estate, Satpur, Nashik - 422007

Phone: +91 253 2406700 Fax: +91 253 2350756

Website: vipbags.com





SHILPA ENGINEERING

Works : J-19, M.I.D.C., Ambad, Nashik - 422010
(Maharashtra) INDIA, Phone (0253) 6604776
Email : shilpaengg2000@rediffmail.com
GST NO.27AJRPK2357E1Z1

- Machine Parts, Checking Gauges for Body Shop
- Special Purpose Machines and Line
- Welding Fixtures
- Jigs and Fixtures
- Injection Molded Plastic Parts

Date :

To,
Sumit Ahire,
Nashik

Sub: Appointment letter

Dear Mr. Sumit Ahire,

With reference to the interview you had with us on 30 December 2020, we are pleased to appoint you in our company on the following terms & conditions.

1. Commencement of Service: Date 01 January 2021
2. Designation: Jr. Engineer
3. Department: Production.
4. Place of Posting: Nasik
5. Probationary period

Probationary period will be of 6 (Six) months. Confirmation is subjected to conduct on performance being satisfactory. Termination during probationary period without any notice and or assigning any reason. On successful completion of your probationary period your services will be confirmed by the company in writing, till your services will be confirmed by the company in writing you shall be deemed to be on probation.

6. Hours of work:

(A) You will attend your duties on all working days, excepting on such days which may be declared as holidays, as may be necessary or prescribed by the employer or any other person authorised on that behalf.

(B) You shall devote your whole time and attention to your duties and work except in case of leave, illness or accident in which case, you shall forthwith notify and intimate the same to the person or person having the principal control of works or duties in or in connection with which you shall for the time being be employed.

7. Conformity to standard of work requirements:

(A) You shall not fall short of the standard of knowledge, skill and efficiency required of person of the qualification possessed by and or position occupied by you and you shall use your best endeavours, full weight of your education, experience and intelligence to promote the interest of employer.

(B) You shall not during the currency of this employment, accept any other full and or part time service under any other person or concern directly or indirectly in any other business whatsoever.

(C) You shall not see divulge any trade or other secrets of employer during or after the period of employment with the company, nor do or countenance any act to prejudice or any interests of the employer either during the period of your employment or any time thereafter.

(D) You shall maintain and keep in your safe custody such books, documents and other papers as may be issued to you or may come in your profession and shall return the same required.

(E) You shall not accept any commission, gratuity, gift or remuneration of any kind whatsoever, from any person or concern in connection with or by reason of your service under this contract.

(F) If you suffer prolonged illness or are partially or wholly disabled either permanently or for a long period, the employer shall be entitled to terminate the service without notice and shall not be liable to pay any compensation or damages in respect of by reason of such termination.

(G) You will be liable to transfer from one shift to another shift and one department to another department or any of its subsidiaries, branches, units, associates, companies, sister concerns, or business in which this organization or may have any interest without any additional stipend, remuneration or allowance.

8. Termination of employment:

Either party shall be at liberty to terminate the employment by giving one month notice in writing or if employer exercises there right of termination by payment equivalent to one month's salary in lieu of notice. In the event the employee terminating his employment face to render the services during the period of notice, the employee agrees to reimburse the employer an amount equivalent to the unfulfilled (balance) period of notice from his any dues payable to the employee by the employer, including that of damage by way of tort. The party exercising the right of termination shall be under no obligation to furnish to the other party the reasons for terminating the employment.

9 Other terms:

(A) You shall devote yourself to such duties as may be assigned to you from time to time to shall abide by the existing rules and regulations of the employer and that may here after amended or added from time to time. You shall abide by directors order and or orders given by the employers other representatives from time to time or any other person authorized on their behalf. The employee shall work under the supervision control and directions of the employer or any other person authorised in that behalf and shall faithfully assiduously serve the employer.

(B) At the time of employment if the employee has done any development or innovations, it will be patented by whole and sole in the name of employer.

(C) The provision contents in this appointment letter shall be in all respects governed by the laws of India the parties here to submit to the jurisdiction of the courts at Nasik.

(D) Your employment would come to an end automatically on attaining the age of 60 years by way of retirement.

10 Remuneration:

(A) The employer agrees to pay you a salary of Rs. 10000/Month (Ten Thousand Only)

(B) Bonus : As Per Companies rules.

Please sign the duplicate copy of this appointment letter in token of your acceptance .

Thank you,

I accept the above terms & conditions .



Yours Faithfully,

For Shilpa Engineering.

SUPRAK TECHNOLOGIES



Regd Office: C901, Shiva Heights, Shiwar Chowk, Rahtani, PCMC,
Pune, MH(I)-411017

Technology Centre: Office No 16,2nd Floor, Highway Towers, Kalbhornagar
Chinchwad, MH(I)-411019

Tel: 020 66301188

Subject: Offer Letter from Suprak Technologies,Pune

Date 25th October 2020

Dear Mr.Suyash Pingale

With reference to your application and subsequent interview, we have the pleasure of you the position of **Sr.Project Engineer** in our Company.

You are requested to please join Suprak Technologies on or before **1st November 2020**

The other terms & conditions are as follows:

- **Probationary Period:** Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than six months or such additional period as may be deemed necessary by the company.
- **Certificates & Testimonials:** At the time of joining duty, please bring with you original and certified copies of the following certificates and testimonials for our records failing which you would not be allowed to join and be furnished with the appointment letter.
 - **Age Certificate/Birth Certificate.**
 - **Certificates of qualifications from matriculation.**
 - **Experience Certificate: A release certificate from the last employer is essential (if you have previously been employed).**
 - **Four Passport size photographs.**
 - **Proof of Residence.**
 - **PAN Card Copy.**
 - **Fitness certificate from a registered medical practitioner.**
 - **Blood group certificate.**

- **Age of Retirement:** You will retire from the services of the Company on reaching the age of 60 years. The Company reserves the right to amend or alter the Terms & Conditions of Employment at any time.
- **Medical Fitness:** This offer is being made to you subject to you being found physically and mentally fit as per the pre-employment medical check-up certified by a registered medical practitioner.
- Your address as indicated in your documents shall be deemed to be final for sending any communication and every communication addressed at the given address shall be deemed to have been served upon you.
- The company shall have the right to do verification of your documents / education & employment credentials, Police Verification or any other verification / reference check as & when required from time to time from any background agency / internal agency or third party to obtain appropriate information as per details provided by you to the company.
- You shall abide by all the rules and regulations of the Company including HR policy as applicable to the employees of your grade and the same shall be subject to revision from time to time.
- You will not during the continuance of your employment, without the consent in writing of the Company, be employed or interested, directly or indirectly, in any other trade or business, employment or occupation whatsoever, but will devote the whole of your time and attention to your duties.

You are requested to submit the copy of your resignation letter duly accepted by your current employer within 2 days from the date of the offer.

We welcome you as a member of our organization and wish you a successful career with the company.

Enclosed as above:

Annexure: CTC Breakup

Thanks & Regards

For Suprak Technologies

Annexure

Earnings	Per Month	Per Annum
Basics	22000	264000
HRA	3000	36000
Total	25000	300000



Ref. No: DTPLCN03EPP199

Date : 05.07.2020

OFFER LETTER

To,

Tayade Nikhil Anil,

Nashik.

Dear Nikhil

With reference to previous communication had with you, we are pleased to appoint you as a "Trainee Engineer" at our establishment from 10th July 2020 in Quality Control Department Under the employment act.

During the training period we are offering you stipend as a Rs. 10760 and some will be revised after the training period on the basis of your performance.

Kindly acknowledge and submit the copy to HR department.

DHOOT TRANSMISSION PVT. LTD.

HR Head

Plant Head



C.O.O



Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>

Requirements for GAT - Mechanical Engineering (BE)

HR Nashik <hr.nsk@vipbags.com>

Wed, Jan 13, 2021 at 3:26 PM

To: Sanjay Dulgaj <sanjay.dulgaj@vipbags.com>

Cc: Training & Placement GCOERC <tpo.gcoerc@ggsf.edu.in>, "Vijay.sarode" <vijay.sarode@ggsf.edu.in>, manish.deore@ggsf.edu.in

Dear Sir,

Thanks & sorry for the inconvenience

We are glad to inform you that we recruited two candidates from your university.

details are as below:

Guru Gobind Singh College of Engineering and Research Centre				
Sr.No	Candidate Name	Category	Department	DOJ
1	Vikas Lagad	GAT - Trainee	Plant Engineering	21-12-2020
2	Harshal Loharkar	GAT - Trainee	Quality Engineering	01-01-2021

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