Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

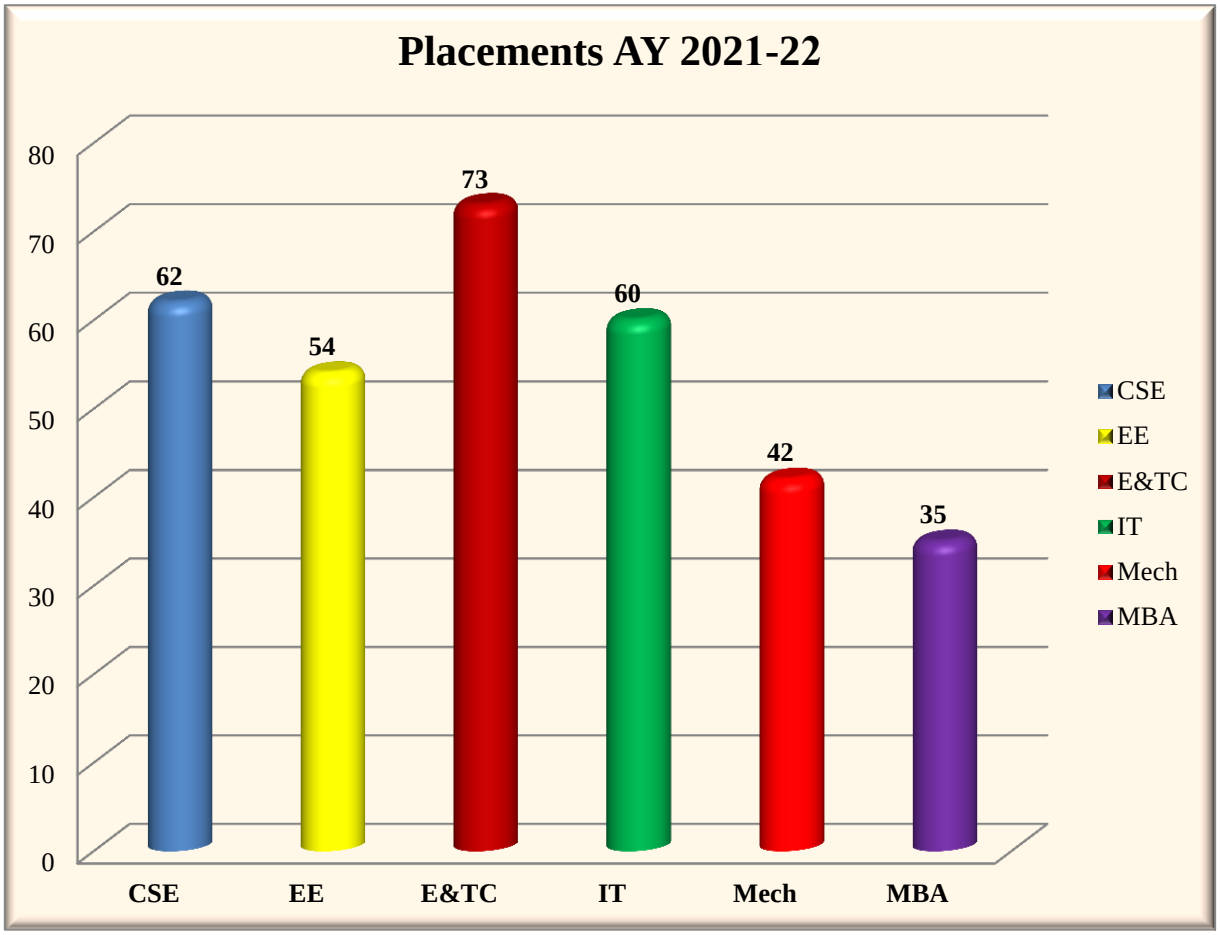
"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82
Fax : 091-7265-252346

Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Website- www.ssgmce.ac.in

List & Statistics of BE and MBA Students Placed in AY 2021-22

AY / Dept	CSE	EE	E&TC	IT	Mech	MBA
2021-22	62	54	73	60	42	35



Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82
Fax : 091-7265-252346
Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Website- www.ssgmce.ac.in

Sr No	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	Amisha Lonagre 8308416093 amisha2607lonagre@gmail.com	BE Electrical Engineering	ABB Limited, Nashik/Hyderabad 09535526407 sulakshana.dey@in.abb.com	7.5 LPA
2	Roshan Rajas 8390329912 rajasroshan4@gmail.com,	BE Electrical Engineering	ABB Limited, Nashik/Hyderabad 09535526407 sulakshana.dey@in.abb.com	7.5 LPA
3	Shripad Chopde 7774874952 shripad20chopde@gmail.com	BE Electrical Engineering	ABB Limited, Nashik/Hyderabad 09535526407 sulakshana.dey@in.abb.com	7.5 LPA
4	Sumit Mahajan 9511760374 sumitmahajan031@gmail.com	BE Electrical Engineering	ABB Limited, Nashik/Hyderabad 09535526407 sulakshana.dey@in.abb.com	7.5 LPA
5	Swapnil Dabhade 8999296760 swapnildabhade088@gmail.com	BE Mechanical Engineering	ABB Limited, Nashik/Hyderabad 09535526407 sulakshana.dey@in.abb.com	7.5 LPA
6	Ajay Rokde krunal14.rokde@gmail.com 7558769293	BE Electrical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
7	Arpita Ingle arpitaingle250@gmail.com 9767765233	BE Electrical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

8	Ashwini Sangle ashwinisangle2000@gmail.com 9112399376	BE Electronics & Telecommunication Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
9	Ashwini Wagh waghashwini45@gmail.com 8380955192	BE Electrical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
10	Atharva Wakodikar atharvawako10@gmail.com 8446568720	BE Mechanical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
11	Komal Tayade komaltayade90@gmail.com 9623749443	BE Electrical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
12	Nishant Akhare nishantakhare111@gmail.com 9370236633	BE Electrical Engineering	Adani Enterprises Limited 79 2646 7050 sumanta.guha@adani.com	6 LPA
13	OM SANTOSHKUMAR MASNE omsmasne@yahoo.com 7559486508	BE Information Technology	Airbus Group India Pvt.Ltd., Bangalore	12 LPA
14	Shubham Chhadi shubhamchhadi99@gmail.com 7218203639	BE Mechanical Engineering	Anant Defence Systems Pvt.Ltd., Satara,Pune hr@anantgroup.com	3.20 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

15	Vaibhav Deshmukh vaibhavdeshmukh1913@gmail.com 8552051913	BE Mechanical Engineering	Anant Defence Systems Pvt.Ltd., Satara,Pune hr@anantgroup.com	3.20 LPA
16	Shivani Joshi shivanijoshi1410@gmail.com 9561555887	BE Computer Science & Engineering	Atos|Syntel Pvt Ltd, Pune 9518707874 trishala.naik@atos.net	3.4 LPA
17	Arati Rajendra Wadhe aratiwadhe11@gmail.com 8669275057	BE Information Technology	Bajaj Finserv, Pune earlycareers@bajajfinserv.in 8087619266	8.5 LPA
18	Komal Nemade komalnemade79@gmail.com 8766525020	BE Electronics & Telecommunication Engineering	Birlasoft (India) Limited Campusteam@birlasoft.com	4 LPA
19	Krutika Akhare kgakhare2018@gmail.com 8999452759	BE Electrical Engineering	Birlasoft (India) Limited Campusteam@birlasoft.com	4 LPA
20	Neha Deshmukh nrd010900@gmail.com 9921509002	BE Electrical Engineering	Birlasoft (India) Limited Campusteam@birlasoft.com	4 LPA
21	Shyam Kokate shyamkokate17@gmail.com 9767970730	BE Electrical Engineering	Birlasoft (India) Limited Campusteam@birlasoft.com	4 LPA
22	Gauri Jadhav gauripljadhav@gmail.com 7987471259	BE Electronics & Telecommunication Engineering	Bizsense Solutions Pvt Ltd 8888883345 ankita.bhave@bizsense.in	4.8 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

23	Yogesh Kathale yogeshkothale9493@gmail.com 9284622963	BE Electronics & Telecommunication Engineering	Bizsense Solutions Pvt Ltd 8888883345 ankita.bhave@bizsense.in	4.8 LPA
24	Nimmish Hatwar nimmishhatwar230399@gmail.com 9372693221	BE Electronics & Telecommunication Engineering	BYJUS Rashmi.kumari11@byjus.com	6 LPA
25	Ayush Shyamlal Batra ayushbatra09@gmail.com 8888012386	BE Information Technology	BYJUs, Bangalore campus@byjus.com 9636288647	6 LPA
26	Adhiraj Sapkal adhirajsapkal177@gmail.com 7030091616	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
27	Aditi Khandare aditikhandare28@gmail.com 9604430446	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
28	Ajinkya Ingale ajinkyaingale555@gmail.com 9405804451	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
29	Anuksha Raut rautanuksha00@gmail.com 7264984108	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
30	Ashwini Sonone arsonone142@gmail.com 9834134073	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

31	Atul Devkate theatuldevkate@gmail.com 9011373877	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
32	Dhiraj Thate thatedhiraj@gmail.com 7499156474	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
33	Gayatri Dhote gayatridhote996@gmail.com 7769869061	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
34	Hariom Modokar hariommodokar2017@gmail.com 7743904466	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
35	Kalyani Umesh Bonde kalyanibonde2@gmail.com 8788108300	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
36	Kislay Kumar kislaykumarprince@gmail.com 9576770010	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
37	Lakshit Pawankumar Jangid lakshitlj17@gmail.com 7083934455	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

38	Mamata Dilipsing Rajput rajmamata617@gmail.com 7666653816	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
39	Mansi Kulkarani mansikulkarni199@gmail.com 9921160548	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
40	Mansi Paturkar mansipaturkar123@gmail.com 8999103595	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
41	Mohit Vijaykumar Bohra mohitvbohra@gmail.com 8390291199	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
42	Nisha Kakade nisharkakde2001@gmail.com 7758937452	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
43	Pooja Deshmukh poojadeshmukh756@gmail.com 9822483930	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
44	Pooja Sharma ps7218838@gmail.com 7218838648	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

45	Pradnya More pradnyamore1444@gmail.com 9284443144	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
46	Prajwal Gawale prajwalgawhale01@gmail.com 9421431630	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
47	Pranjali Pramod Pande pranjalipande56@gmail.com 7385376604	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
48	Preeti Fulare pritifulare@gmail.com 9922325547	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
49	Punam Makh punammakh@gmail.com 9545297220	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
50	Rohan Pachpor ronnypachpor1432@gmail.com 8408989755	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
51	Rutik Balkar balkarrutik@gmail.com 8793026572	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

52	Rutika Deshmukh rutikadeshmukh673@gmail.com 8308289631	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
53	Sakshi Dhanuka dhanukasakshi2000@gmail.com 9527716840	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
54	Sakshi Kshirsagar sakshirsagar22@gmail.com 8380838934	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
55	Shruti Deepak Lahoti shrutilahoti111@gmail.com 9405032881	BE Information Technology	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
56	Shubhada Ingle ingleshubh1323@gmail.com 9834987958	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
57	Sohil Shekh sohillshekh2505@gmail.com 9527938058	BE Mechanical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
58	Sonal Jangale sonaljangales17@gmail.com 8788198274	BE Mechanical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

59	Vaishnavi Gulwe vaishnavigulwe1307@gmail.com 9834230125	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
60	Vijaya Narkhede vijaya.narkhede1@gmail.com 9370500181	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
61	Vishakha Darshanala Vishakhadarshanala2623@gmail.com 9370741692	BE Electronics & Telecommunication Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
62	Yash Saharkar yashsaharkar@gmail.com 7769037973	BE Electrical Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
63	Aditya Sambare adityasambare123@gmail.com 7020819102	BE Computer Science & Engineering	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	6 LPA
64	Ankush Bharambe ankushbharambe902@gmail.com 8087436076	BE Electronics & Telecommunication Engineering	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	6 LPA
65	Dhanshri Murlidhar Therokar dmtherokar1704@gmail.com 9404251995	BE Information Technology	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	5 LPA
66	Muskan Anupam Bhagat muskanbhagat5201@gmail.com 8766989487	BE Information Technology	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

67	Prathamesh Chaudhari prathameshchaudhari.cv@gmail.com 8830188154	BE Electrical Engineering	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	6 LPA
68	Pratik Unhale pratikunhale7@gmail.com 9850199254	BE Electrical Engineering	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	6 LPA
69	Abhijeet Jawanjalkar abhijeetjawanjalkar200@gmail.com 7744084998	BE Electronics & Telecommunication Engineering	Cognitive Design Technology Pvt.Ltd, Bangalore 08040955911	5 LPA
70	Kiran Sunil Kolte kskolte2012@gmail.com 8308583679	BE Information Technology	Digitalleaf Solutions, Hyderabad pala@digitalleaf.io 9840464795	7 LPA
71	Rohit Dodke rsd.21298@gmail.com 9096798756	BE Electronics & Telecommunication Engineering	Evosys Global Ahmedabad Bharat Dhaneshwari 07966823300 bharat.dhaneshwari@evosysglobal.com	3.6 LPA
72	Sameer Zopate sameer5zopate@gmail.com 9130883496	BE Electronics & Telecommunication Engineering	Evosys Global Ahmedabad Bharat Dhaneshwari 07966823300 bharat.dhaneshwari@evosysglobal.com	3.6 LPA
73	Vrushabh Vilas Guntiwar vrushabhguntiwar@gmail.com 8788362854	BE Information Technology	Excellon Software Pvt.Ltd., Nagpur businesshr@excellonsoft.com hr@excellonsoft.com	3.5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

74	Pratik Gajanan Bondre Pratikbondre19@gmail.com 9359819325	BE Information Technology	Fresh Gravity Software Services India Pvt.Ltd., Nagpur	6 LPA
75	Anmol Soni sonianmol28@gmail.com 7761483683	BE Electronics & Telecommunication Engineering	Global Logic India Pvt Ltd, Nagpur 8299119299 jatinder.singh2@globallogic.com	5.5 LPA
76	Rutik Diliprao Gawande mirutikgawande@gmail.com 9067852068	BE Information Technology	Global Logic India Pvt Ltd, Nagpur 8299119299 jatinder.singh2@globallogic.com	5.5 LPA
77	Srushti Sanjay Deshpande kssdeshpande@gmail.com 8805565279	BE Information Technology	Global Logic India Pvt Ltd, Nagpur 8299119299 jatinder.singh2@globallogic.com	5.5 LPA
78	Sudhanshu Sathawane Sudhanshusathwane@gmail.com 9970125946	BE Computer Science & Engineering	Global Logic India Pvt Ltd, Nagpur 8299119299 jatinder.singh2@globallogic.com	5.5 LPA
79	Ashutosh Ingle ashutoshingle99@gmail.com 8421430470	BE Electrical Engineering	HCL, Nagpur madhumrita.m@hcl.com	4.25 LPA
80	Omkar Kulkarni omkar6425@gmail.com 9405527133	BE Electronics & Telecommunication Engineering	HDFC Bank, Mumbai	8.00 LPA
81	Sahil Gawande sahilgawande2000@gmail.com 9175598926	BE Mechanical Engineering	HDFC Bank, Mumbai	8.00 LPA
82	Anurag Deshmukh anurock6435@gmail.com 7218192829	BE Electronics & Telecommunication Engineering	HDFC Life Insurance Company ,Mumbai 02267516666	6.5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

83	Milind Sultane milindsultane983@gmail.com 9921556994	BE Electronics & Telecommunication Engineering	HDFC Life Insurance Company ,Mumbai 02267516666	6.5 LPA
84	Moh Rahil mrahil1139@gmail.com 7083105675	BE Electronics & Telecommunication Engineering	HDFC Life Insurance Company ,Mumbai 02267516666	6.5 LPA
85	Abhishek Moharir abhishekmoharir6@gmail.com 7038217436	BE Computer Science & Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA
86	Aishwarya Bute aishwaryabute123@gmail.com 7769995695	BE Computer Science & Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA
87	Pranav Bhople pranavbhople8@gmail.com 7709654623	BE Electronics & Telecommunication Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA
88	Prasad Patil prasadpatil2407@gmail.com 7499143702	BE Electrical Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA
89	Rushikesh Bodade rush104451@gmail.com 8668848705	BE Electrical Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA
90	Sakshi Thombare sakshithombare13@gmail.com 8888375646	BE Computer Science & Engineering	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	3.5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

91	Vaibhav Dilip Kotecha bossvaibhavkotecha@gmail.com 9158041301	BE Information Technology	Hexaware Technologies, Pune 9702569555 avinasht2@hexaware.com	4 LPA
92	Manisha Narendra Ubarhande manishaubarhande296@gmail.com 9112455178	BE Information Technology	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62 LPA
93	Piyush Bhimalwar bhimalwarp@gmail.com 9834024628	BE Electronics & Telecommunication Engineering	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62
94	Purva Ambadkar ambadkarpr@gmail.com 9503046571	BE Electronics & Telecommunication Engineering	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62 LPA
95	Rahul Samudrawad samudrawadrahul@gmail.com 9623579991	BE Computer Science & Engineering	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62 LPA
96	Riya Rathod riyaurathod@gmail.com 9373078839	BE Electronics & Telecommunication Engineering	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62 LPA
97	Vaishnavi Sunil Kanherkar vaishnavikanherkar508@gmail.com 7498448488	BE Information Technology	InfoCepts Technology, Nagpur 7387828485 kalyanee.m@infocepts.com	3.62 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

98	Ashwini Rajagur ashwinrajgur8950@gmail.com 8698033791	BE Electrical Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
99	Dhanraj Burewar dhanrajburewar@gmail.com 9022235998	BE Mechanical Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
100	Nidhi Agrawal nidhia161@gmail.com 8856016853	BE Electrical Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
101	Nisha Hattel nishahattel1703@gmail.com 7972746107	BE Electronics & Telecommunication Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
102	Nitesh Jayant Mankar nitesh.mankar111@gmail.com 9689929864	BE Information Technology	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
103	Sahil Nagrale sahilnagrale104@gmail.com 9511826312	BE Computer Science & Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
104	Sandesh Wankhade sandeshwankhade80@gmail.com 9021089717	BE Mechanical Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
105	Shweta Sanjay Narwade narwadeshweta32@gmail.com 8698170176	BE Information Technology	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

106	Srushit Thorat srushti1536@gmail.com 906761041	BE Electronics & Telecommunication Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
107	Vaishnavi Bhatkar vaishnavibhatkar17@gmail.com 8459302186	BE Mechanical Engineering	Infosys Ltd,Bangalore 08028520362 ajinkya.wagh@infosys.com	3.6 LPA
108	Radhika Deshmukh radhadesh20@gmail.com 9527529619	BE Computer Science & Engineering	Jade global software,Pvt Ltd,Pune 9545922000 nilima.ghoderao@jadeglobal.com	3.85 LPA
109	Prajyot Ratnadip Burbure prajyotb9@gmail.com 9518783974	BE Information Technology	KSPOTFI Systems India Pvt. Ltd.	6.2 LPA
110	Dhawal Raja dhawalraja0110@gmail.com 7776929269	BE Mechanical Engineering	Larsen & Toubro Infotech serena.fernandes@lntinfotech.com	5.6 LPA
111	Sanjay Patil sanjaypatilnov2898@gmail.com 7415734096	BE Mechanical Engineering	Larsen & Toubro Infotech serena.fernandes@lntinfotech.com	5.6 LPA
112	Ashwini Phate ashwiniphate99@gmail.com 9657958755	BE Mechanical Engineering	Mahindra & Mahindra Ltd., Mumbai satfale.narendra@mahindra.com	3.00 LPA
113	Pratik Fasate pratikfasate1@gmail.com 8600551242	BE Mechanical Engineering	Mahindra & Mahindra Ltd., Mumbai satfale.narendra@mahindra.com	3.00 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

114	Ritika Dhenge ritikadhenge0607@gmail.com 9359461977	BE Mechanical Engineering	Mahindra & Mahindra Ltd., Mumbai satfale.narendra@mahindra.com	3.00 LPA
115	Dhanashree Joshi jdhanashree922@gmail.com 9309196520	BE Electrical Engineering	Mahindra Heavy Engines, Pune GOSWAMI.GAURAV@mahindra.com 8879795771	3.00 LPA
116	Utkarsha Bhosale utkarshabhosale2000@gmail.com 7719809855	BE Mechanical Engineering	Mahindra Heavy Engines, Pune GOSWAMI.GAURAV@mahindra.com 8879795771	3.00 LPA
117	Vivek Sudhakar Bhore vivekbhore50@gmail.com 9370117371	BE Information Technology	MAQ Software, Mumbai	7.5 LPA
118	Dhanshree Bhise dhanashribhise01@gmail.com 8766474604	BE Electrical Engineering	Matter Motor Works Pvt. Ltd.,Ahmedabad	4.00 LPA
119	HRITIK RAJU KAHALKAR hrkahalkar@gmail.com 9325344242	BE Information Technology	Mindtree, Bangalore 08067643330 campas.offers@mindtree.com	4 LPA
120	Mitesh Sakalkar sakalkarmitesh77@gmail.com 8085137602	BE Computer Science & Engineering	Mindtree, Bangalore 08067643330 campas.offers@mindtree.com	4 LPA
121	Sakshi Mhaske sakshimhaske15@gmail.com 7387350884	BE Electrical Engineering	Mindtree, Bangalore 08067643330 campas.offers@mindtree.com	4 LPA
122	Tanmay Thag tanmaypthag30@gmail.com 8956063010	BE Computer Science & Engineering	Mindtree, Bangalore 08067643330 campas.offers@mindtree.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

123	Ruchi Satyendra Kumari ruchiojha321@gmail.com 7020852597	BE Information Technology	National Payment Corporation of India, Mumbai	3 LPA
124	Anas Khan anaskhanlh339@gmail.com 8308235360	BE Mechanical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
125	Lokesh Ghulane lokeshgulhane18@gmail.com 9373668112	BE Electrical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
126	Pratik Bhivate pratikbhivte1503@gmail.com 9552135152	BE Electrical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
127	Roshan Ladole roshanladole6415@gmail.com 9860116719	BE Mechanical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
128	Rushikesh Burukale rushiburukale100@gmail.com 7385827118	BE Mechanical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
129	Shivani Manatkar shivanimanatkar2018@gmail.com 8999511670	BE Electrical Engineering	Neilsoft Pvt. Ltd. Pune 8956105996 prashant.chavan@neilsoft.com	3 LPA
130	Bharatkumar Kedia bharatkedia888@gmail.com 8485021822	BE Computer Science & Engineering	Northern Arc Capital Mumbai 7358982220 tiwari.roopsi@northernarc.com	10 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

131	Shruti Dhave dhaveshruti121121@gmail.com 7219691145	BE Computer Science & Engineering	NTT Data Global Delivery Services Pvt Ltd, Bangalore 8033426000 campas.connect@nttdata.com	5 LPA
132	Sonal Golhar sonalgolharoo7@gmail.com 9096968391	BE Computer Science & Engineering	OCS Group India Pvt Ltd Bangalore 08044502220	3 LPA
133	Abhinav Sawarkar abhisawarkar85@gmail.com 7719909323	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
134	Aman Sanjay Surkar assurkar@gmail.com 7798902466	BE Information Technology	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
135	Himal Wankhade himwankhade@gmail.com 9730450268	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
136	Hriday Raj hridayraj30@gmail.com 9110041083	BE Computer Science & Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

137	KARTIK HARSUKHABHAI CHAUHAN kartikchauhan563@gmail.com 9168096901	BE Information Technology	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
138	KHUSHAL DAMODHAR INGOLE khushalingole2000@gmail.com 8698804074	BE Information Technology	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
139	Mandeepsingh Bagga mandeepab51@gmail.com 9011585051	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
140	Pranjali Amalkar pranjaliamalkar15@gmail.com 9359636480	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
141	Ritesh Chavan ritesh.chavan1234567@gmail.com 7249751789	BE Electrical Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
142	Ritik Shyam Hujwant hujwantritik132@gmail.com 6265751645	BE Information Technology	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

143	Rushikesh Yelane yelanerushikesh@gmail.com 8530561466	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
144	Sakshi Hiwrale sph241000@gmail.com 9673146112	BE Computer Science & Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
145	Sudarshan Vaidya Sudarshanvaidya94@gmail.com 8830045778	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
146	Suyash Santosh Chilwarwar chilwarwarsuyash2@gmail.com 9545990489	BE Information Technology	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
147	Vedant Khandokar vedant19khandokar2000@gmail.com 9146645638	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
148	Viplav Khode vnkhode@gmail.com 8788011514	BE Computer Science & Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

149	Yash Kulthe yashkulthex@gmail.com 9552833957	BE Electronics & Telecommunication Engineering	Persistent SystemsPvt Ltd Nagpur 9819820708 sanket_vaidya1@persistent.com	4.71 LPA
150	Abhinav Dhale abhinav.dhale28@gmail.com 919373270861	BE Mechanical Engineering	Plastic Omnium Auto Exteriors India Pvt Ltd, Pune 8767782235 shailendra.agrawal@plasticomnium.com	4.5 LPA
151	Bharati Bhosale bharatibhosale8275@gmail.com 8080257206	BE Mechanical Engineering	Plastic Omnium Auto Exteriors India Pvt Ltd, Pune 8767782235 shailendra.agrawal@plasticomnium.com	4.5 LPA
152	Harish Deshmukh deshmukhharish555@gmail.com 9325966128	BE Mechanical Engineering	Plastic Omnium Auto Exteriors India Pvt Ltd, Pune 8767782235 shailendra.agrawal@plasticomnium.com	4.5 LPA
153	Krushna Khade khadekrushna123@gmail.com 7350749183	BE Mechanical Engineering	Plastic Omnium Auto Exteriors India Pvt Ltd, Pune 8767782235 shailendra.agrawal@plasticomnium.com	4.5 LPA
154	Ritik Barwad ritikbarwad99@gmail.com 9359712749	BE Mechanical Engineering	Plastic Omnium Auto Exteriors India Pvt Ltd, Pune 8767782235 shailendra.agrawal@plasticomnium.com	4.5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

155	Jivan Ambhore jivam2020@gmail.com 9130702394	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
156	Kapil Wawre kapilhv@gmail.com 9420498334	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
157	Kunal Chavan kunalchavan1999.kc12@gmail.com 9511644960	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
158	Mayur Mahajan mayurmahajan2283@gmail.com 9588662283	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
159	Praddumna Raut prraut42@gmail.com 7028731368	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
160	Shubham Tayade shubhamtayade1702@gmail.com 7798113461	BE Mechanical Engineering	Rucha Engineers Pvt. Ltd., Aurangabad snkapate@ruchagroup.com 7722066304, 0240-2564884	2.16 LPA
161	Nidhi Raut rautnidhi825@gmail.com 7666569809	BE Electronics & Telecommunication Engineering	Synedyne Systems Pvt. Ltd., Bengaluru sachinns@synedynesystems.com 9986665631	3.71 LPA
162	Aditya Kathane adityakathanejr@gmail.com 7972757580	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
163	Akash Chandere akashchandere1448@gmail.com 9834226020	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

164	Akshaykumar Bhople bhopleakshay31@gmail.com 7768875221	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	7 LPA
165	Anurag Tiwari tiwari.chin2@gmail.com 9340619110	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
166	Charan Kakad Kakadcharan1999@gmail.com 7083496655	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
167	Chetakshi Hajare chetakshi.hajare@gmail.com 8806776368	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
168	Deepali Masne drmasne2018@gmail.com 9763226203	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
169	Devshri Balasaheb Pohare devshripohare78@gmail.com 8421568186	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	7 LPA
170	Disha Gajanan Wadhe wadhedishu2000@gmail.com 9766410475	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
171	Disha Gupta guptadisha237@gmail.com 9730783405	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
172	Divyanshu Raj divyanshudhanraj1@gmail.com 9523099697	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

173	Dnyaneshwari Dhage dnyaneshwaridhage418@gmail.com 9763028673	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
174	Gargi Tela gargitela0405@gmail.com 7769040501	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
175	Gita Arjun Fase gitafase123@gmail.com 8010992355	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
176	Jagruti Bisen jagrutibisen07@gmail.com 8007841180	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
177	Kiran Lande kiranlande00@gmail.com 9011782909	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
178	Kunal Narayan Nemade kunalnnemade@gmail.com 8275729196	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
179	Laxmi Harne laxmiharne1105@gmail.com 8847716922	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
180	Manjiree Abhay Kolte manjirikolte26@gmail.com 9359709829	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
181	Nikita Shankarrao Ingle ningle29102000@gmail.com 9325270436	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

182	Nishant Sunil Chaturkar chaturkarnishantnsc@gmail.com 9112475862	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
183	Pallavi Bharsakale pallavibharsakle1105@gmail.com 9011780315	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
184	Prachi Harish Joshi Prachijoshi87144@gmail.com 8411027953	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
185	Prajakta Sangle prajaktajsangle10@gmail.com 9112316840	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
186	Prasad Jawadekar prasad.jawadekar@gmail.com 9145776045	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
187	Prasanna Patil Patilprasanna123pp@gmail.com 7588120772	BE Mechanical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
188	Pratiksha Dake dakepratiksha158@gmail.com 7083201151	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
189	Priyatosh Chatterjee pchatterjee252000@gmail.com 7559311175	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
190	Radhika Sunil Jadhav jadhavradhika013@gmail.com 7083320886	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

191	Raj Udapurkar rajudapurkar03@gmail.com 7507030787	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
192	Rasika Wadhonkar rasikawadhonkar24@gmail.com 8669264787	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
193	Ritanshu Khatke ritanshukhatke619@gmail.com 9172043729	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
194	Sanika Deshmukh dhanukasakshi2000@gmail.com 7038701832	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
195	Sejal Hasani 9516058260	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
196	Shailesh Gawande Gawande732000@gmail.com 9172101975	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
197	Shital Patil patilshital2622000@gmail.com 7038261603	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
198	Shreya Parkhe shreyaparkhe99@gmail.com 9075239615	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
199	Shreyas Patil shreyashpatil456@gmail.com 9146822306	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

200	Shreyash Balnath Wadaskar shreyashwadaskar@gmail.com 7620906379	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
201	Shreyash Shankarrao Mohod shreyashmohod@gmail.com 7887691283	BE Information Technology	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
202	Shweta Mankar sam20022000@gmail.com 9011478020	BE Electrical Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
203	Tanuja Paraskar tanujaparaskar@gmail.com 9561004624	BE Computer Science & Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
204	Vaishnavi Lahare vaishnavilahare2000@gmail.com 8308071927	BE Electronics & Telecommunication Engineering	Tata Consultancy Services Limited, Pune rampalle.vishal@tcs.com Tel:020 –679 45034	3.36 LPA
205	Radha Kabra radhakabra2017@gmail.com 8421021505	BE Computer Science & Engineering	TekLink Software Pvt. Ltd., Hyderabad Hrindia@teklink.com	6 LPA
206	Shivani Baburao Nirmal nirmalshivanib.2000@gmail.com 7218145601	BE Information Technology	TekLink Software Pvt. Ltd., Hyderabad Hrindia@teklink.com	4.25 LPA
207	Aman Sahu amansahu5920@gmail.com 9325291459	BE Computer Science & Engineering	TietoEVRY India, Pune(through firstnaukri.com) prathamesh.mone@firstnaukri.com Mob:+91 9765146782	4.5 LPA
208	Ashutosh Bhelonde ashutoshbhelonde21@gmail.com 7887481766	BE Electronics & Telecommunication Engineering	TietoEVRY India, Pune(through firstnaukri.com) prathamesh.mone@firstnaukri.com Mob:+91 9765146782	4.5 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

209	Gatha Bhusari bhusarigatha@gmail.com 7020900153	BE Electronics & Telecommunication Engineering	TietoEVRY India, Pune(through firstnaukri.com) prathamesh.mone@firstnaukri.com Mob:+91 9765146782	4.5 LPA
210	Mufees Shaikh mufeesahmad4320@gmail.com 7709315633	BE Electronics & Telecommunication Engineering	TietoEVRY India, Pune(through firstnaukri.com) prathamesh.mone@firstnaukri.com Mob:+91 9765146782	4.5 LPA
211	Aniket Sangle aniketsangleaps@gmail.com 7030719377	BE Computer Science & Engineering	Tristha Global Pvt. Ltd., Mumbai pragati.chowhan@tristhaglobal.com 7709119130	3.40 LPA
212	Gauri Mahalle mahallevgauri@gmail.com 7796055175	BE Computer Science & Engineering	Tudip Technologies Pvt. Ltd., Pune campus@tudip.com	5 LPA
213	Sampada Vyas sampadavyas311@gmail.com 9359673461	BE Computer Science & Engineering	Tudip Technologies Pvt. Ltd., Pune campus@tudip.com	5 LPA
214	Karan Satish Gadodia karangadodia@gmail.com 9168209003	BE Information Technology	UST BlueConch Technologies	4 LPA
215	Ishita Koradia ishitakoradia31@gmail.com 8623922040	BE Information Technology	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA
216	Neha Lokhande lokhandeneha15@gmail.com 9890591949	BE Information Technology	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA
217	Riddhi Jaju riddhi13jaju9@gmail.com 9922691817	BE Electronics & Telecommunication Engineering	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

218	Sandesh Mishra sandeshmishra2141@gmail.com 9370565734	BE Electronics & Telecommunication Engineering	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA
219	Vaishnavi Vyawahare vaishnavivyawahare18@gmail.com 7350078550	BE Electronics & Telecommunication Engineering	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA
220	Vandita Joshi vanditajoshi194@gmail.com 9356814279	BE Information Technology	ValueMomentum Software Services Pvt. Ltd., Hyderabad Sanjanasangar.Somagani@valuemomentum.com	4 LPA
221	MONISH ARUN SATHE monisharunsathe@gmail.com 7410774425	BE Information Technology	Virtusa Consulting Services Pvt. Ltd., Pune	6.5 LPA
222	Prasad Ugale prasadugale001@gmail.com 9284948709	BE Computer Science & Engineering	Virtusa Consulting Services Pvt. Ltd., Pune	6.50 LPA
223	Pratik Bhusari pratikbhusari220@gmail.com 7775826677	BE Electronics & Telecommunication Engineering	Virtusa Consulting Services Pvt. Ltd., Pune	6.50 LPA
224	Anand Eknath Wankhade anandwankhade0007@gmail.com 9021322269	BE Information Technology	Wiley India Pvt.Ltd., Noida-J P Morgen & Company, Mumbai Arjun.Kukreja@wileyedge.com 7290027923	7 LPA
225	Aakanksha Darvankar aakankshapd.15@gmail.com 8459773188	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
226	Aditya Mahore adityamahore02@gmail.com 7385608325	BE Electrical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

227	Akash Parmeshwar akashparmeshwar2000@gmail.com 9552495763	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
228	Akhil Madhav Jamatkar akhiljamatkar@gmail.com 8380915405	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
229	Amey Pote ameypote8055@gmail.com 9075672148	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
230	Ayush Rajput 305686ayush@gmail.com 6263035301	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
231	Chetan Marode marodechetan@gmail.com 8855886884	BE Computer Science & Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
232	Darshan Laddha darshanladdha0911@gmail.com 7719885702	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
233	Deepak Nagar deepaknagarcsae@gmail.com 7477238903	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
234	Kaustubh Atul Agrawal kaustubhatulagrawal1999@gmail.com 9823012880	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
235	Omkar Bodhe omkarbodhe16@gmail.com 8390026111	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
236	Priyanka Chavan 1301priyankachavan@gmail.com 7972582640	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

237	Rahul Budhram Lanjewar rahul929179@gmail.com 8411929179	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
238	Rohitraj Sanjayrao Deshmukh rohitrajdeshmukh9960@gmail.com 8805421366	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
239	Sakshi Huddar sakshihuddar29@gmail.com 7089083756	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
240	Sanket Suhas Tikar Sanketpatil9151@gmail.com 8888596942	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
241	Sharwari Borgamwar borgamwarsharwari@gmail.com 9359794258	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
242	Shraddha Khatri shraddhakhatri11@gmail.com 7057278897	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
243	Shubham Bhanarkar shubhambhanarkar18@gmail.com 9767189710	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
244	Shubhankar Kathale shubhankarkathale1401@gmail.com 7219561475	BE Electrical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
245	Sumit Kulwant sumitkulwant123@gmail.com 8975823443	BE Electronics & Telecommunication Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
246	Sumit Thakare thakaresumit752000@gmail.com 7057121398	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

247	Tanvi Nanote tanvi862000@gmail.com 9763578982	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
248	Vaibhav Kolhe vaibhavkolhe2101@gmail.com 9011614768	BE Mechanical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
249	Vedant Warfade Vedantwarfade111@gmail.com 7757877194	BE Electrical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
250	Vikrant Ramesh Ughade vikrantughade2000@gmail.com 7721939230	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
251	Vishal Arun Kothalkar vishalkothalkar5@gmail.com 7218516417	BE Information Technology	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
252	Vishal Karhad vishalkarhad199@gmail.com 7875659495	BE Computer Science & Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
253	Akshay Nutiwar akshaynutiwar@gmail.com 9096596167	BE Electronics & Telecommunication Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
254	Chinmay Deshkar deshkarchinmay42@gmail.com 7066883294	BE Computer Science & Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
255	Dhananjay Mahisane dhananjaymhaisane18@gmail.com 8805123393	BE Electrical Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
256	Divya Wagh divyawagh1999@gmail.com 7058201594	BE Electronics & Telecommunication Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

257	Gunjan Bhagat bhagatgunjan611@gmail.com 7020866537	BE Computer Science & Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
258	Karansingh Chandel karansinght117@gmail.com 8600327473	BE Electronics & Telecommunication Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
259	Kimaya Gabhane kimayagabhane1@gmail.com 9370696510	BE Computer Science & Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
260	Shraddha Bhambere shraddhabhambere0504@gmail.com 7499576355	BE Electronics & Telecommunication Engineering	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
261	Akshay Jiwan Agrawal akshayagrawaljiwan@gmail.com 8888043003	BE Information Technology	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
262	Gauri Sanjay Panpaliya gauripanpaliya3@gmail.com 7498864646	BE Information Technology	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
263	Prajwal Nileshrao Vijaykar prajwalvijaykar43034@gmail.com 7620779789	BE Information Technology	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
264	Rutuja Sunil Jangamwar rutujajangamwar@gmail.com 9579708208	BE Information Technology	Zensar Technologies, Pune jyothsna.g@zensar.com Tel: 020-66074000	4 LPA
265	Gaurav Suresh Kute , 9545834861	MBA	Bajaj Finance Ltd., Rural - Chetan Choudhary - 09175685747	2.65
266	Deval Anand Gawande , 8766804453	MBA	Bajaj Finance Ltd., Urban - Tej Vishwakarma - 08830409095	2.65
267	Aarti Sanjay Chatarkar , 9370758904	MBA	Balaji Global, Pune - 098900 15118	1.8
268	Sumit Ravindra Patil , 7066780054	MBA	Bandhan Bank - Priya - 09123696101	2.21

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

269	Shivam Vitthal Satarkar , 9022679327	MBA	CRIF Solutions Pvt. Ltd Manish Prasad hrteam@crifhighmark.com	3
270	Abhishek Nandkishor Kharode , 8459919764	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
271	Akash Narayan Navkar , 7083333594	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
272	Avinash Rajendrasing Chavan , 9860505727	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
273	Kajal Narayanappa Kenekar , 9422546238	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
274	Nupur Dugdeo Timande , 8237894717	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
275	Rina Manohar Charkhe , 9307239303	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
276	Vaishali Gajanan Indure , 9022502726	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
277	Vaishnavi Mukunda Bathe , 9130895943	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	2.76
278	Pallavi Rajesh Khedkar , 9370942550	MBA	hiphonic HR Solutions, Pune - 09527215754 - hr@hiphonichrsolutions.com	1.2
279	Mangesh Ganesh Bachhire , 9529269069	MBA	Kalash Seeds, Jalna - Rahul Gurjar - 09421743276	1.8
280	Mayur Ganesh Umale , 7057202160	MBA	Kalash Seeds, Jalna - Rahul Gurjar - 09421743276	1.8
281	Nisarg Damodar Parkale , 9145774752	MBA	Kalash Seeds, Jalna - Rahul Gurjar - 09421743276	1.8
282	Abhilash Bhagwantrao Vyawahare , 8830886099	MBA	Kolte Patil Life Republic Real Estate - info@liferepublic.in - 020-66778899	3.6

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

283	Piyush Pradip Wanjari , 8407922826	MBA	Magic Stone Prop Consultants LLP - Swati Kathale - 7397862968	6
284	Dhiraj Santoshrao Deshmukh , 7038812616	MBA	Mannapuram Home Finance Ltd., Akola - 7028933475	2.12
285	Jitendra Vishnu Shende , 9730924659	MBA	Reliance Retail - 022-35553800	2.75
286	Aayushi Manish Parashar , 7878492471	MBA	Skyaka, Pimpri Chinchwad - 8625070009 - hr@skyaka.com	1.8
287	Homeshwari Jadhao homeshwarijadhao2000@gmail.com 9284467706	BE Computer Science & Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.50 LPA
288	Khushbu Bhattad bhattadkhushbu@gmail.com 7887465091	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
289	Sakshi Thakre jaishpt342@gmail.com 9673850846	BE Computer Science & Engineering	Bitwise Sol. Pvt. Ltd. Pune 912040102000	2.4 LPA
290	Aashish Makwana aashishmakwana93@gmail.com 7083891037	BE Computer Science & Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
291	Anishraj Singh subhamanishraj@gmail.com 9714713362	BE Computer Science & Engineering	Shiv Kailas Construction, Ahmedabad 9313936591 info@skc.net.in	4.17 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

292	Mujahidahmed Sayyed mujahidahmed070@gmail.com 8855886884	BE Computer Science & Engineering	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	9 LPA
293	Navaneet Awajare navaneet.awajarem2@gmail.com 8308902889	BE Computer Science & Engineering	SMS India Pvt. Ltd. Gurugaon 911244351500	6.75 LPA
294	Sachin Singh prinzsac007@gmail.com 7507996961	BE Computer Science & Engineering	Axis Bank Mumbai	7.45 LPA
295	Sanskar Mudholkar mudholkarsanskar@gmail.com 9112462439	BE Computer Science & Engineering	Capgemini Technology Services India Ltd, Mumbai 02271444283 vaibhav.deshpande@capgemini.com	4 LPA
296	Shrikant Jugnake shrikant.jugnake.46@gmail.com 880689659	BE Computer Science & Engineering	HCL Tech. 911206125000	4.25 LPA
297	Suyog Vyas suyogvyas8@gmail.com 9607770841	BE Computer Science & Engineering	Global Logic India Pvt Ltd, Nagpur 8299119299 jatinder.singh2@globallogic.com	5.54 LPA

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82
Fax : 091-7265-252346
Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Website- www.ssgmce.ac.in

298	Tejas Wagh tejasempire57@gmail.com 7972868670	BE Computer Science & Engineering	Delloitte	7.8 LPA
299	Vaibhav Choudhari vaibhavchoudhari65@gmail.com 7263002681	BE Computer Science & Engineering	Bitwise Sol. Pvt. Ltd. Pune 912040102000	4 LPA
300	Umang Mantri umangmantri2303@gmail.com 8975031254	BE Computer Science & Engineering	NMIMS Global Access Mumbai	**MBA**
301	Sachin Rameshwar Bansode	BE Electrical Engineering	Adani Electricity Mumbai	6 LPA
302	Pooja Sanjay Deshmukh	BE Electrical Engineering	Capgemini Tech Services India Ltd	4 LPA
303	Sachin Vitthal Gaikwad	BE Electrical Engineering	Capgemini Tech Services India Ltd	4 LPA
304	Manjusha Keshavrao Ingle	BE Electrical Engineering	Wipro Limited, Pune lavanam.amballa@wipro.com M: +91 897 13 888 40	3.5 LPA
305	Yashashri Arun Patil	BE Electrical Engineering	Faceprep Coimbatore	3.06 LPA
306	Kanav Rajinder Sharma	BE Electrical Engineering	Wipro Ltd Pune	3.5 LPA
307	Ashwin Sanjy Shelke	BE Electrical Engineering	IIT Madras	BSc in Programming and Data Science
308	Kanchan Makode	BE Electrical Engineering	ITI College, Ch. Sambhajinagar	

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

309	Abhijeet Jawanjalkar abhijeetjawanjalkar200@gmail.com 7744084998	BE Electronics & Telecommunication Engineering	Cognitive Design Technology Pvt.Ltd, Bangalore 08040955911	5 LPA
310	Ayush Naphade naphadeayush1008@gmail.com 7028428621	Information Technology	Coditas Solutions LLP, Pune 9503579517 vikas.ks@coditas.com	6 LPA
311	Kunal Kadu	BE Mechanical Engineering	SIEMENS Ltd.	2.16
312	Mrunal Bajare	BE Mechanical Engineering	Plastic Omnium	4.50
313	Sarang Bhure	BE Mechanical Engineering	PMI Pvt. Ltd.	3.50
314	Damini Rajendra Zambad, 9284766845	MBA	Opus Corp Solutions L-29 Phoenix Eastcourt Viman Nagar - 411014	2.4
315	Diksha Ghanshyam Dammani, 9022258990	MBA	Supernova FX, - Audnumber colony Near D-mart karve nagar, Pune,411502	2.76
316	Pragati Bhanudas Banait, 7972035629	MBA	Infosys, BPM	2.09
317	Sweety Mahesh Sachdev, 8308760670	MBA	Magic Stone Prop Consultants LLP - Swati Kathale - 7397862968	6
318	Abhay Santosh Tayde, 8668593317	MBA	Chola Business Services Ltd., 044-40907172	1.71
319	Abhijit Balapure, 7410138503	MBA	StateStreet Central - Nilesh Wakhare - 09823350352	3.2
320	Amol Raghunath Morkhade, 7387620249	MBA	Om Infotech, Pune 8007987092	4.2
321	Ashwin Pralhad Borude, 7709748990	MBA	HDB Financial Services, Mumbai - 022-79455000 - hdb.hrcompliance@hdbfs.com	1.89
322	Dattatray Sanjay Sushir, 7020408152	MBA	Test Yantra Software Solutions, 080 41204235	5.2

Shri Gajanan Shikshan Sanstha's

SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING

SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati

"Approved by the D.T.E., M.S. Mumbai"

Ph : +918669638081/82 Email.principal@ssgmce.ac.in, registrar@ssgmce.ac.in
Fax : 091-7265-252346 Website- www.ssgmce.ac.in

323	Harshad Lalitkumar Khatri, 8888916164	MBA	Bajaj Finance Ltd., Rural - Chetan Choudhary - 09175685747	2.18
324	Kuldip Tukaram Werulkar, 9309873894	MBA	BTW Visa Service, Pune - info@btwvisas.com	1.58
325	Pritesh Manoj Modi, 9422931011	MBA	Gandhis Heights(Business)	Business
326	Raj Mehul Shah, 7038062008	MBA	SBI MF, Akola	4.08

Shri Sant Gajanan Maharaj College of Engineering SHEGAON 444203

PRINCIPAL
Shri Sant Gajanan Maharaj
College of Engineering,Shegaon.

TAP/2022/S/59

Date: 11-Nov-22

Amisha Ashok Lonagre
Mobile: 8308416093

Dear **Amisha Ashok Lonagre,**

We thank you for your career interest in ABB It was a pleasure interacting with you during the selection process and we are pleased to offer you a position with us as **Product Marketing Specialist** at **Grade 15** in **EL ELDS** of ABB Global Business Services and Contracting India Private Limited .You will report to **Amit Mahalle** assigned by ABB as your supervisor.

Your location of Induction/Joining and posting will be in **ABB India Limited, Plot No. 79, Street 17, MIDC Industrial Area, Satpur, Nashik – 422 007**

Your total cost to company is **INR 7,50,000/-** per annum, please find the compensation breakup sheet and General Terms and Conditions of employment attached with this letter.

Please go through the Joining Guidelines. This lists down the documents you are required to submit for our records.

You are requested to join us on **14-Nov-22** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities. Your Appointment with ABB will commence from the date of your reporting and after completion of your Joining process.

This offer is valid subject to your joining us on or before **14-Nov-22**, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Thanking you.

Yours faithfully,
For **ABB Global Business Services and Contracting India Private Limited,**

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: ..... (NAME, SIGNATURE & DATE)

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGEMENT CADRE

1. REMUNERATION

You will be eligible to receive compensation and facilities basis the following details.

Flexible Pay

A) House Rent Allowance (maximum 100% of Base salary). HRA is paid monthly and tax exemption shall be subject to submission of relevant documents as per Income Tax Rules.

B) Other Allowance (covering Education allowance, Hostel allowance, Conveyance allowance etc.).

C) Leave Travel Assistance can be claimed as per Company policy.

Retirals

A) You will be covered as a member under the Employees Provident Fund Scheme and remain a contributor and member of the fund during your employment with us, subject to the rules of the provident fund scheme as are in force for the present or as may be amended from time to time.

B) You will become a member of the Employees' Pension Scheme as applicable, in accordance with the statutory requirements.

C) You will be eligible for Gratuity as per The Payment of Gratuity Act.

Performance Bonus

Apart from the fixed cost, you are also entitled to a performance linked bonus as per the prevalent scheme.

Retention Bonus

During the aforesaid period, on completion of employment of first 24 months, you shall be paid a sum of INR 1,00,000 (Rupees One lakh only) and on completion of 36 months of continuous service with ABB another sum of INR 1,00,000 (Rupees One lakh only) will be paid to you in the subsequent payroll. Both these amounts will be paid to you subject to you being active and not serving notice period at the time of payment

Other Social Security Schemes

A) Group Personal Accident Insurance – As per the company policy.

B) Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.

C) Coverage under Mutual Family Assistance as per the prevalent contributory scheme.

D) Hospitalization Expenses – You and your family (spouse and children up to 25yrs) are covered under company's group medical insurance scheme.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

Please note that your compensation and its details are confidential. We request you to ensure that you maintain all such information, including your Terms of Employment and Compensation package as "**Strictly Confidential**". You shall not use or divulge or disclose any such information except as may be required under obligation of law or as may be required by the Company and in the course of your employment.

2. RELOCATION EXPENSES

You would be entitled to claim the relocation expenses in case you are required to relocate to any of ABB offices or work as per the existing rules and/or polices of the company in this regard.

3. PLACE OF WORK

Your services will be transferable to any department, office or establishments of the Company within the Republic of India or to any other Company in ABB Group (either in India or overseas) as may be required by the management from time to time.

4. HOURS OF WORK AND PAID HOLIDAYS

You will abide by the prevalent working hours, weekly off and paid holidays of the department, office or establishment wherever you are posted from time to time.

5. LEAVE

On joining the services of the Company, you will be eligible for Advance Paid Leave and Emergency Leave which will be credited to your Leave account effective your date of joining. This will be calculated on pro-rata basis.

6. SUPERANNUATION

You shall retire from the services of the company upon completion of the age of 60 years. The company's decision regarding your date of birth as per company's records shall be final and binding.

7. NOTICE OF TERMINATION

In the course of your service, either party may terminate this contract by giving to the other three months' notice of termination or three months' salary in lieu thereof. If adequate notice as aforesaid is not given by an employee while resigning from the services of the company, appropriate deduction will be made to cover the notice period by the company in the final settlement of accounts. However, the decision on adjusting the notice period will be based on the sole discretion of the Management. Only basic salary will be considered for payment of salary in lieu of notice period. In the event of you being found to have violated the Company's Code of Conduct, depending upon the gravity of the violation, the Company at its discretion may take disciplinary action which includes demotion, reprimand, suspension, termination, detraction of benefits for a definite or indefinite time, without any further obligation on the Company, including payment of salary in lieu of notice period

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

8. INTELLECTUAL PROPERTY RIGHTS

If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arising out of and in the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

9. CONFIDENTIALITY

In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. that will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of law or as may be required by the company in the course of your employment or any time thereafter.

In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

10. GENERAL

A) You will be responsible for the safe keeping and return in good condition and order of all our/company's property such as tools, equipment's, instruments, books, etc., which may be in your custody, use, care or charge. We shall have the right to deduct the money value of all such things from your dues and take such action as we deem proper in the event of your failure to account for such property to our satisfaction.

B) You will safeguard, protect and preserve all data/literature/information developed or acquired by the Company in visual, audio-visual, magnetic, written or any other form, which is to be construed as the intellectual property of the Company and will ensure that such information will not be communicated, divulged, parted with or removed from the precincts of the Company by any means whatsoever.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

C) You will keep us informed of any change in your residential address or civil status.

D) You will abide by the standing orders and/or other staff rules and regulations applicable to you which are in force as on date and as amended from time to time or that may be framed in future.

E) You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an undertaking, or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

F) Your appointment shall be subject to Company rules and regulations in force now and as amended from time to time and those that may come into force from time to time.

G) You will not, without prior written permission carry out any business or enter into contract with any one or carry out any part-time work or work in any capacity, or be employed by any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of our organization and will not utilize or divulge to any person or persons any of our trade secrets or affairs. You will not divulge or part with any drawings, quotations, specifications, manufacturing information, etc.

H) Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India or as per the email ID provided by you and available in the company records

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

****

STRICTLY CONFIDENTIAL
Compensation Breakup Sheet

Amisha Ashok Lonagre

Components	Monthly (Rs.)	Annual(Rs)
1. Base Pay	18,800	225,600
2. Flexible Salary *	33,973	407,680
Total (A)	52,773	633,280
3. Social Security**		
3.1 Provident Fund (Company contribution)	2,256	27,072
3.2 Gratuity (Company contribution)	904	10,848
3.3 Super Annuation Fund (Employee contribution)	-	-
Total (B)	3,160	37,920
4. Total Fixed Salary (A+B)	**55,933**	**671,200**
5. Perfcrmamce Bonus per annum (C)		78,800
6. **Total Cost (A+B+C)**		**750,000**

Flexible Salary components for allocation *

1. House Rent Allowance (Max 100% of monthly Base pay).
2. Conveyance allowance.
3. Education Allowance upto Rs.100 per child for maximum 2 children per month.
4. Hostel Allowance upto Rs.300 per child for maximum 2 children per month.
5. Leave Travel Allowance (10% of Annual Fixed cost or a maximum of Rs 200000/- whichever is lower).
6. Meal card for Rs.1300/- issued on monthly basis.

Social Security component**

Supperannuation Fund 15% of the basic will adjust from flexible salary if opted

Other Social Security Scheme as per management policy

1. Group Personal Accident Insurance – As per the company policy.
2. Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.
3. Coverage under Mutual Family Assistance as per the prevalent contributory scheme.
4. Hospitalization Expenses – You and your family (spouse and children up to 25 yrs) are covered under company's group medical insurance scheme

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the above Compensation Breakup: .....

(NAME, SIGNATURE & DATE)

TAP/2022/S/60

Date: 10-Nov-22

Roshan Gajanan Rajas
Mobile: 8390329912

Dear **Roshan,**

We thank you for your career interest in ABB It was a pleasure interacting with you during the selection process and we are pleased to offer you a position with us as **Marketing Specialist - Systems** at **Grade-15** in **EL ELSE** of ABB Global Business Services and Contracting India Private Limited .You will report to **Vaibhav Raje** assigned by ABB as your supervisor.

Your location of Induction/Joining and posting will be in **ABB India Limited, Plot No. 79, Street 17, MIDC Industrial Area, Satpur, Nashik – 422 007.**

Your total cost to company is **INR 7,50,000** per annum, please find the compensation breakup sheet and General Terms and Conditions of employment attached with this letter.

Please go through the Joining Guidelines. This lists down the documents you are required to submit for our records.

You are requested to join us on **14-Nov-22** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities. Your Appointment with ABB will commence from the date of your reporting and after completion of your Joining process.

This offer is valid subject to your joining us on or before **14-Nov-22**, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Thanking you.

Yours faithfully,
For **ABB Global Business Services and Contracting India Private Limited,**

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: ..... (NAME, SIGNATURE & DATE)

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGEMENT CADRE

1. REMUNERATION

You will be eligible to receive compensation and facilities basis the following details.

Flexible Pay

A) House Rent Allowance (maximum 100% of Base salary). HRA is paid monthly and tax exemption shall be subject to submission of relevant documents as per Income Tax Rules.

B) Other Allowance (covering Education allowance, Hostel allowance, Conveyance allowance etc.).

C) Leave Travel Assistance can be claimed as per Company policy.

Retirals

A) You will be covered as a member under the Employees Provident Fund Scheme and remain a contributor and member of the fund during your employment with us, subject to the rules of the provident fund scheme as are in force for the present or as may be amended from time to time.

B) You will become a member of the Employees' Pension Scheme as applicable, in accordance with the statutory requirements.

C) You will be eligible for Gratuity as per The Payment of Gratuity Act.

Performance Bonus

Apart from the fixed cost, you are also entitled to a performance linked bonus as per the prevalent scheme.

Retention Bonus

During the aforesaid period, on completion of employment of first 24 months, you shall be paid a sum of INR 1,00,000 (Rupees One lakh only) and on completion of 36 months of continuous service with ABB another sum of INR 1,00,000 (Rupees One lakh only) will be paid to you in the subsequent payroll. Both these amounts will be paid to you subject to you being active and not serving notice period at the time of payment

Other Social Security Schemes

A) Group Personal Accident Insurance – As per the company policy.

B) Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.

C) Coverage under Mutual Family Assistance as per the prevalent contributory scheme.

D) Hospitalization Expenses – You and your family (spouse and children up to 25yrs) are covered under company's group medical insurance scheme.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

Please note that your compensation and its details are confidential. We request you to ensure that you maintain all such information, including your Terms of Employment and Compensation package as "**Strictly Confidential**". You shall not use or divulge or disclose any such information except as may be required under obligation of law or as may be required by the Company and in the course of your employment.

2. RELOCATION EXPENSES

You would be entitled to claim the relocation expenses in case you are required to relocate to any of ABB offices or work as per the existing rules and/or polices of the company in this regard.

3. PLACE OF WORK

Your services will be transferable to any department, office or establishments of the Company within the Republic of India or to any other Company in ABB Group (either in India or overseas) as may be required by the management from time to time.

4. HOURS OF WORK AND PAID HOLIDAYS

You will abide by the prevalent working hours, weekly off and paid holidays of the department, office or establishment wherever you are posted from time to time.

5. LEAVE

On joining the services of the Company, you will be eligible for Advance Paid Leave and Emergency Leave which will be credited to your Leave account effective your date of joining. This will be calculated on pro-rata basis.

6. SUPERANNUATION

You shall retire from the services of the company upon completion of the age of 60 years. The company's decision regarding your date of birth as per company's records shall be final and binding.

7. NOTICE OF TERMINATION

In the course of your service, either party may terminate this contract by giving to the other three months' notice of termination or three months' salary in lieu thereof. If adequate notice as aforesaid is not given by an employee while resigning from the services of the company, appropriate deduction will be made to cover the notice period by the company in the final settlement of accounts. However, the decision on adjusting the notice period will be based on the sole discretion of the Management. Only basic salary will be considered for payment of salary in lieu of notice period. In the event of you being found to have violated the Company's Code of Conduct, depending upon the gravity of the violation, the Company at its discretion may take disciplinary action which includes demotion, reprimand, suspension, termination, detraction of benefits for a definite or indefinite time, without any further obligation on the Company, including payment of salary in lieu of notice period

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

8. INTELLECTUAL PROPERTY RIGHTS

If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arising out of and in the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

9. CONFIDENTIALITY

In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. that will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of law or as may be required by the company in the course of your employment or any time thereafter.

In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

10. GENERAL

A) You will be responsible for the safe keeping and return in good condition and order of all our/company's property such as tools, equipment's, instruments, books, etc., which may be in your custody, use, care or charge. We shall have the right to deduct the money value of all such things from your dues and take such action as we deem proper in the event of your failure to account for such property to our satisfaction.

B) You will safeguard, protect and preserve all data/literature/information developed or acquired by the Company in visual, audio-visual, magnetic, written or any other form, which is to be construed as the intellectual property of the Company and will ensure that such information will not be communicated, divulged, parted with or removed from the precincts of the Company by any means whatsoever.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

STRICTLY CONFIDENTIAL

Compensation Breakup Sheet

Sumit Ravindra Mahajan

Components	Monthly (Rs.)	Annual(Rs)
1. Base Pay	18,800	225,600
2. Flexible Salary *	33,973	407,680
Total (A)	52,773	633,280
3. Social Security**		
3.1 Provident Fund (Company contribution)	2,256	27,072
3.2 Gratuity (Company contribution)	904	10,848
3.3 Super Annuation Fund (Employee contribution)	-	-
Total (B)	3,160	37,920
4. Total Fixed Salary (A+B)	**55,933**	**671,200**
5. Performamce Bonus per annum (C)		78,800
6. **Total Cost (A+B+C)**		**750,000**

Flexible Salary components for allocation *

1. House Rent Allowance (Max 100% of monthly Base pay).
2. Conveyance allowance.
3. Education Allowance upto Rs.100 per child for maximum 2 children per month.
4. Hostel Allowance upto Rs.300 per child for maximum 2 children per month.
5. Leave Travel Allowance (10% of Annual Fixed cost or a maximum of Rs 200000/- whichever is lower).
6. Meal card for Rs.1300/- issued on monthly basis.

Social Security component**

Supperannuation Fund 15% of the basic will adjust from flexible salary if opted

Other Social Security Scheme as per management policy

1. Group Personal Accident Insurance – As per the company policy.
2. Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.
3. Coverage under Mutual Family Assistance as per the prevalent contributory scheme.
4. Hospitalization Expenses – You and your family (spouse and children up to 25 yrs) are covered under company's group medical insurance scheme

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement - India, Bangladesh & Sri Lanka

I accept the above Compensation Breakup: .....
(NAME, SIGNATURE & DATE)

TAP/S/2022/53

Date: 23-June-2022

Dear Shripad Shrihari Chopde

Shri Sant Gajanan Maharaj College Of Engineering

Sub: Offer Letter for ABB Discovery Trainee

We thank you for your career interest in ABB It was a pleasure interacting with you during the ABB Discovery Program and we are pleased to inform that you have been selected for Training in our Organization as **ABB Discovery Trainee**.

Your location of Induction/Joining and posting will be **"ABB India Limited, Plot No. 79, Street 17, MIDC Industrial Area, Satpur, Nashik – 422 007".**

You are requested to join us on **5-Sept-2022 (based on final results with the aggregate of 60% and above)** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities.

This offer is valid subject to your joining us on or before **5-Sept-2022**, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

Your tenure for the said Management Training shall be subject to following terms and conditions:

1. You shall be imparted the prescribed training as per the ABB Discovery Program designed and finalized by the Company. The total duration of the Training shall be for a period of Eighteen months, commencing from the date of your reporting for the Training program.

2. Your training shall be in any of our establishments within the Republic of India as may be directed by the Management from time to time and are liable to be transferred to any department, office or establishment forming part of our organization or our associates.

3. During the aforesaid period of Training, you shall be paid a remuneration of Rs.7,50,000/- per annum (Rupees Seven Lakhs Fifty Thousand Only). A detailed break-up of the remuneration amount is enclosed herewith. Please note that during this training period, you will not be entitled to any reimbursement and/or payment or other benefits which are being provided to the employees of the Company.

   In addition to the above compensation, you will also be entitled to receive an amount of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only), provided you satisfactorily complete three full years of continued service, from the date of your appointment as a Regular employee of the Company (from the date of Absorption). The three year duration should be exclusive of the notice period if any, in the event of resignation.

In case you leave the services of the company for any reason whatsoever, during the three years from the date of Absorption, you will not be eligible for any portion of this amount under any circumstance. As this amount is a one-time payment which is paid on satisfactory performance during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

4. During the said training period, your performance will be closely monitored and evaluated by the Management. While the Company does not guarantee or assure any employment or absorption on the rolls of the Company after the completion of the Training, however, the Company may at its sole discretion and based on your performance during the training period consider offering you a suitable employment, provided the Company has any such need then. Therefore, you shall never claim or demand employment in the Company after the completion of your aforesaid Training period as a matter of right or otherwise.

5. The Company, at its sole discretion may terminate the Training, during the training period, at any time without assigning any reason. In case you wish to discontinue the Training before completion of the training period of One year, you shall do so by giving One month prior intimation to the Company. In such an event, the Company reserves the right to demand refund of the Stipend amount paid to you so far, at its sole discretion.

6. If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arisen in and by the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during the course of employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

7. In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. That will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of Law or as may be required by the Company, in the course of your employment or any time thereafter.

8. In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

9. Apart from the National and Festival holidays applicable to the respective locations wherever you are posted, you will also be entitled for fifteen days of advanced paid leave which will be credited in your Leave Account during your training period. This will be governed as per the leave policy of the company applicable from time to time.

10. You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an undertaking or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

Kindly note that any expense that you may incur on account of reporting for Training will not be reimbursed.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Yours faithfully,

For **ABB India Limited**

SD/-
TKS NAIR
Head - Payroll & Employee Benefits

SD/-
Raja Vasudevan
HUB Lead – Talent Acquisition & Advancement-IMEA

I hereby accept the above Offer and the terms and conditions mentioned therein.

Shopde.
(Signature of the Trainee)

STRICTLY CONFIDENTIAL

Compensation Breakup Sheet

Mr. Shripad Shrihari Chopde

Components	Monthly (Rs.)	Annual(Rs)
1. Base Pay	18,800	225,600
2. Flexible Salary *	33,973	407,680
Total (A)	52,773	633,280
3. Social Security**		
3.1 Provident Fund (Company contribution)	2,256	27,072
3.2 Gratuity (Company contribution)	904	10,848
3.3 Super Annuation Fund (Employee contribution)	-	-
Total (B)	3,160	37,920
4. Total Fixed Salary (A+B)	**55,933**	**671,200**
5. Performamce Bonus per annum (C)		78,800
6. **Total Cost (A+B+C)**		**750,000**

Flexible Salary components for allocation *

1. House Rent Allowance (Max 100% of monthly Base pay).
2. Conveyance allowance.
3. Education Allowance upto Rs.100 per child for maximum 2 children per month.
4. Hostel Allowance upto Rs.300 per child for maximum 2 children per month.
5. Leave Travel Allowance (10% of Annual Fixed cost or a maximum of Rs 200000/- whichever is lower).
6. Meal card for Rs.1300/- issued on monthly basis.

Social Security component**

Supperannuation Fund 15% of the basic will adjust from flexible salary if opted

Other Social Security Scheme as per management policy

1. Group Personal Accident Insurance – As per the company policy.
2. Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.
3. Coverage under Mutual Family Assistance as per the prevalent contributory scheme.
4. Hospitalization Expenses – You and your family (spouse and children up to 25 yrs) are covered under company's group medical insurance scheme

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Raja Vasudevan
HUB Lead – Talent Acquisition & Advancement-IMEA

I accept the above Compensation Breakup: Shripad Shrihari Chopde Chopde . 24-06-2022

(NAME, SIGNATURE & DATE)

TAP/2022/S/61

ABB

Sumit Ravindra Mahajan
Mobile: 9511760374

Date: 10 Nov 2022

Dear Sumit Ravindra,

We thank you for your career interest in ABB It was a pleasure interacting with you during the selection process and we are pleased to offer you a position with us as **Product Marketing Specialist** at **Grade 15** in **EL ELDS** of ABB Global Business Services and Contracting India Private Limited .You will report to **Rajat Agrawal** assigned by ABB as your supervisor.

Your location of Induction/Joining and posting will be in **ABB India Limited, Plot No. 79, Street 17, MIDC Industrial Area, Satpur, Nashik – 422 007.**

Your total cost to company is **INR 7,50,000** per annum, please find the compensation breakup sheet and General Terms and Conditions of employment attached with this letter.

Please go through the Joining Guidelines. This lists down the documents you are required to submit for our records.

You are requested to join us on **14 Nov 2022** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities. Your Appointment with ABB will commence from the date of your reporting and after completion of your Joining process.

This offer is valid subject to your joining us on or before **14 Nov 2022**, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Thanking you.

Yours faithfully,
For **ABB Global Business Services and Contracting India Private Limited,**

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: ..... (NAME, SIGNATURE & DATE)

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGEMENT CADRE

1. REMUNERATION

You will be eligible to receive compensation and facilities basis the following details.

Flexible Pay

A) House Rent Allowance (maximum 100% of Base salary). HRA is paid monthly and tax exemption shall be subject to submission of relevant documents as per Income Tax Rules.

B) Other Allowance (covering Education allowance, Hostel allowance, Conveyance allowance etc.).

C) Leave Travel Assistance can be claimed as per Company policy.

Retirals

A) You will be covered as a member under the Employees Provident Fund Scheme and remain a contributor and member of the fund during your employment with us, subject to the rules of the provident fund scheme as are in force for the present or as may be amended from time to time.

B) You will become a member of the Employees' Pension Scheme as applicable, in accordance with the statutory requirements.

C) You will be eligible for Gratuity as per The Payment of Gratuity Act.

Performance Bonus

Apart from the fixed cost, you are also entitled to a performance linked bonus as per the prevalent scheme.

Retention Bonus

During the aforesaid period, on completion of employment of first 24 months, you shall be paid a sum of INR 1,00,000 (Rupees One lakh only) and on completion of 36 months of continuous service with ABB another sum of INR 1,00,000 (Rupees One lakh only) will be paid to you in the subsequent payroll. Both these amounts will be paid to you subject to you being active and not serving notice period at the time of payment

Other Social Security Schemes

A) Group Personal Accident Insurance – As per the company policy.

B) Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.

C) Coverage under Mutual Family Assistance as per the prevalent contributory scheme.

D) Hospitalization Expenses – You and your family (spouse and children up to 25yrs) are covered under company's group medical insurance scheme.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

Please note that your compensation and its details are confidential. We request you to ensure that you maintain all such information, including your Terms of Employment and Compensation package as "**Strictly Confidential**". You shall not use or divulge or disclose any such information except as may be required under obligation of law or as may be required by the Company and in the course of your employment.

2. RELOCATION EXPENSES

You would be entitled to claim the relocation expenses in case you are required to relocate to any of ABB offices or work as per the existing rules and/or polices of the company in this regard.

3. PLACE OF WORK

Your services will be transferable to any department, office or establishments of the Company within the Republic of India or to any other Company in ABB Group (either in India or overseas) as may be required by the management from time to time.

4. HOURS OF WORK AND PAID HOLIDAYS

You will abide by the prevalent working hours, weekly off and paid holidays of the department, office or establishment wherever you are posted from time to time.

5. LEAVE

On joining the services of the Company, you will be eligible for Advance Paid Leave and Emergency Leave which will be credited to your Leave account effective your date of joining. This will be calculated on pro-rata basis.

6. SUPERANNUATION

You shall retire from the services of the company upon completion of the age of 60 years. The company's decision regarding your date of birth as per company's records shall be final and binding.

7. NOTICE OF TERMINATION

In the course of your service, either party may terminate this contract by giving to the other three months' notice of termination or three months' salary in lieu thereof. If adequate notice as aforesaid is not given by an employee while resigning from the services of the company, appropriate deduction will be made to cover the notice period by the company in the final settlement of accounts. However, the decision on adjusting the notice period will be based on the sole discretion of the Management. Only basic salary will be considered for payment of salary in lieu of notice period. In the event of you being found to have violated the Company's Code of Conduct, depending upon the gravity of the violation, the Company at its discretion may take disciplinary action which includes demotion, reprimand, suspension, termination, detraction of benefits for a definite or indefinite time, without any further obligation on the Company, including payment of salary in lieu of notice period

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

8. INTELLECTUAL PROPERTY RIGHTS

If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arising out of and in the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

9. CONFIDENTIALITY

In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. that will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of law or as may be required by the company in the course of your employment or any time thereafter.

In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

10. GENERAL

A) You will be responsible for the safe keeping and return in good condition and order of all our/company's property such as tools, equipment's, instruments, books, etc., which may be in your custody, use, care or charge. We shall have the right to deduct the money value of all such things from your dues and take such action as we deem proper in the event of your failure to account for such property to our satisfaction.

B) You will safeguard, protect and preserve all data/literature/information developed or acquired by the Company in visual, audio-visual, magnetic, written or any other form, which is to be construed as the intellectual property of the Company and will ensure that such information will not be communicated, divulged, parted with or removed from the precincts of the Company by any means whatsoever.

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

C) You will keep us informed of any change in your residential address or civil status.

D) You will abide by the standing orders and/or other staff rules and regulations applicable to you which are in force as on date and as amended from time to time or that may be framed in future.

E) You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an undertaking, or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

F) Your appointment shall be subject to Company rules and regulations in force now and as amended from time to time and those that may come into force from time to time.

G) You will not, without prior written permission carry out any business or enter into contract with any one or carry out any part-time work or work in any capacity, or be employed by any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of our organization and will not utilize or divulge to any person or persons any of our trade secrets or affairs. You will not divulge or part with any drawings, quotations, specifications, manufacturing information, etc.

H) Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India or as per the email ID provided by you and available in the company records

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I accept the Offer and Terms and Conditions: .....(NAME, SIGNATURE & DATE)

****

STRICTLY CONFIDENTIAL

Compensation Breakup Sheet

Sumit Ravindra Mahajan

Components	Monthly (Rs.)	Annual(Rs)
1. Base Pay	18,800	225,600
2. Flexible Salary *	33,973	407,680
Total (A)	52,773	633,280
3. Social Security**		
3.1 Provident Fund (Company contribution)	2,256	27,072
3.2 Gratuity (Company contribution)	904	10,848
3.3 Super Annuation Fund (Employee contribution)	-	-
Total (B)	3,160	37,920
4. Total Fixed Salary (A+B)	**55,933**	**671,200**
5. Performamce Bonus per annum (C)		78,800
6. **Total Cost (A+B+C)**		**750,000**

Flexible Salary components for allocation *

1. House Rent Allowance (Max 100% of monthly Base pay).
2. Conveyance allowance.
3. Education Allowance upto Rs.100 per child for maximum 2 children per month.
4. Hostel Allowance upto Rs.300 per child for maximum 2 children per month.
5. Leave Travel Allowance (10% of Annual Fixed cost or a maximum of Rs 200000/- whichever is lower).
6. Meal card for Rs.1300/- issued on monthly basis.

Social Security component**

Supperannuation Fund 15% of the basic will adjust from flexible salary if opted

Other Social Security Scheme as per management policy

1. Group Personal Accident Insurance – As per the company policy.
2. Group Term Life Insurance - In case of death of an employee, while in service, his/her family will be entitled for compensation as per the prevalent scheme.
3. Coverage under Mutual Family Assistance as per the prevalent contributory scheme.
4. Hospitalization Expenses – You and your family (spouse and children up to 25 yrs) are covered under company's group medical insurance scheme

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement - India, Bangladesh & Sri Lanka

I accept the above Compensation Breakup: .....
(NAME, SIGNATURE & DATE)

TAP/2022/M/26

Date:18-Jul-2022

Dear **Swapnil Dabhade,**
SSGMCE, SHEGAON

Sub: Offer Letter for ABB Discovery Trainee

We thank you for your career interest in ABB It was a pleasure interacting with you during the ABB Discovery Program and we are pleased to inform that you have been selected for Training in our Organization as **Discovery Trainee.**

Your location of Induction/Joining and posting will be **ABB Global Industries and Services Pvt Ltd, Western Aqua, 10th floor Hytech City, Whitefields, Plots no. 123 & 4 , Part survey no. 8 of Kondapur Village, Serilingam Palli (M), Rangareddy (D), Hyderabad,Telangana 500084 .**

You are requested to join us on **05-Sep-2022 (based on final results with the aggregate of 60% and above)** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities.

This offer is valid subject to your joining us on or before **05-Sep-2022**, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

Your tenure for the said Management Training shall be subject to following terms and conditions:

1. You shall be imparted the prescribed training as per the ABB Discovery Program designed and finalized by the Company. The total duration of the Training shall be for a period of Eighteen months, commencing from the date of your reporting for the Training program.

2. Your training shall be in any of our establishments within the Republic of India as may be directed by the Management from time to time and are liable to be transferred to any department, office or establishment forming part of our organization or our associates.

3. During the aforesaid period of Training, you shall be paid a remuneration of Rs.7,50,000/- per annum (Rupees Seven Lakhs Fifty Thousand Only). A detailed break-up of the remuneration amount is enclosed herewith. Please note that during this training period, you will not be entitled to any reimbursement and/or payment or other benefits which are being provided to the employees of the Company.

   In addition to the above compensation, you will also be entitled to receive an amount of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only), provided you satisfactorily complete three full years of continued service, from the date of your Appointment as a Regular employee of the Company (from the date of Absorption). The three year duration should be exclusive of the notice period if any, in the event of resignation.

In case you leave the services of the company for any reason whatsoever, during the three years from the date of Absorption, you will not be eligible for any portion of this amount under any circumstance. As this amount is a one-time payment which is paid on satisfactory performance during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

4. During the said training period, your performance will be closely monitored and evaluated by the Management. While the Company does not guarantee or assure any employment or absorption on the rolls of the Company after the completion of the Training, however, the Company may at its sole discretion and based on your performance during the training period consider offering you a suitable employment, provided the Company has any such need then. Therefore, you shall never claim or demand employment in the Company after the completion of your aforesaid Training period as a matter of right or otherwise.

5. The Company, at its sole discretion may terminate the Training, during the training period, at any time without assigning any reason. In case you wish to discontinue the Training before completion of the training period of One year, you shall do so by giving One month prior intimation to the Company. In such an event, the Company reserves the right to demand refund of the Stipend amount paid to you so far, at its sole discretion.

6. If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arisen in and by the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during the course of employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

7. In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. That will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of Law or as may be required by the Company, in the course of your employment or any time thereafter.

8. In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

9. Apart from the National and Festival holidays applicable to the respective locations wherever you are posted, you will also be entitled for fifteen days of advanced paid leave which will be credited in your Leave Account during your training period. This will be governed as per the leave policy of the company applicable from time to time.

10. You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an undertaking or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

Kindly note that any expense that you may incur on account of reporting for Training will not be reimbursed.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Yours faithfully,

For **ABB Global Industries and Services Private Limited,**

SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement – India, Bangladesh & Sri Lanka

I hereby accept the above Offer and the terms and conditions mentioned therein.

(Signature of the Trainee)

TAP/2022/S/29

adani
Electricity

AEML/HR/2022/GET/026
18.05.2022

Krunal Ajay Rokde
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon,
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Krunal,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely,
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

adani
Electricity

18.05.2022

Annexure A

Name Krunal Ajay Rokde

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

adani
Electricity

18.05.2022

Annexure A

Name Krunal Ajay Rokde

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Link, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

adani
Electricity

TAP/S/2022/27

AEML/HR/2022/GET/032
18.05.2022

Arpita Pravin Ingle
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Arpita,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

18.05.2022

Annexure A

Name Arpita Pravin Ingle

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

TAP/2022/U/62

adani
Electricity

AEML/HR/2022/GET/030
18.05.2022

Ashwini Ashok Sangle
Electronics & Comm (E&C)
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Ashwini,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group. You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

Annexure A

18.05.2022

Name Ashwini Ashok Sangle

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

TAP/2022/S/31

AEML/HR/2022/GET/031
18.05.2022

Ashwini Prakash Wagh
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Ashwini,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group. You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

18.05.2022

Annexure A

Name Ashwini Prakash Wagh

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

TAP/2022/M/06

adani

MSTL/HR/2022/05/27
13.05.2022

Atharva Wakodikar
Mechanical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
SSGMCE Campus, Khamgaon Road, Shegaon, Dist: Buldana-444203, Maharashtra

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Wakodikar,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.

You have been selected for Solar Manufacturing Business. Your posting will be at Mundra.
The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.
2. There will be 6 months probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 1 month of notice.
3. The detailed breakup of the CTC is given as per Annexure-A.
4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)
5. Other terms and conditions for this job offer are enclosed in Annexure-B.
6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit

Mundra Solar Technology Limited
Adani Corporate House,
Shantigram,
Near Vaishno Devi Circle, S G Highway,

Tel +91 79 2555 5555
Fax +91 79 2555 5500
info@adani.com
www.adanisolar.com

adani

the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Mundra Solar Technology Ltd.

Anand Gaur
Head HR – Solar Manufacturing

Mundra Solar Technology Limited
Adani Corporate House,
Shantigram,
Near Vaishno Devi Circle, S G Highway,

Tel +91 79 2555 5555
Fax +91 79 2555 5500
info@adani.com
www.adanisolar.com

adani

13.05.2022

Annexure A

Name Atharva Wakodikar
Function Projects - Solar Manufacturing, Mundra

Particular	Per Month (in Rs.)	Per Annum (in Rs.)
Basic Salary	20,000	2,40,000
House Rent Allowance	8,000	96,000
Other Allowances* (Refer to the table below for tax saving options which can be exercised out of this amount as per IT rules)	17,400	2,08,800
Statutory Bonus / Ex-gratia	1,400	16,800
Provident Fund (Employer Contribution)	2,400	28,800
Gratuity (Payable on separation only after completion of 5 years of continuous service)	800	9,600
Total Fixed Cost to Company (CTC)	**50,000**	**6,00,000**

Taxes on the above shall be borne by the employee.

Tax-Free Flexi Components	Rs. p.m.	Rs. p.a.
National Pension Scheme (NPS)	Max. contribution @10% of Basic	
Leave Travel Allowance	750	9,000
Meal Coupons	2,500	30,000
Uniform Allowance *	500	6,000
Children Hostel Allowance ^	600	7,200
Children Education Allowance ^	200	2,400

* only in case of site posting where uniform has been provided by the company
^ This is maximum, considering 2 children.
*HRA Deduction: 50% of HRA in case of company provided accommodation at Site

For Mundra Solar Technology Ltd.

Anand Gaur
Head HR – Solar Manufacturing

Mundra Solar Technology Limited
Adani Corporate House,
Shantigram,
Near Vaishno Devi Circle, S G Highway,

Tel +91 79 2555 5555
Fax +91 79 2555 5500
info@adani.com
www.adanisolar.com

adani
Electricity

TAP/5/2022/25

AEML/HR/2022/GET/029
18.05.2022

Komal Gajanan Tayade
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Komal,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

18.05.2022

Annexure A

Name Komal Gajanan Tayade

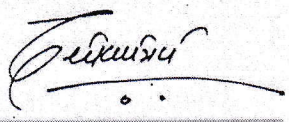
Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited



Authorised Signatory
Sanjeev Muramkar

TAP/S/2022/28

adani
Electricity

AEML/HR/2022/GET/092
18.05.2022

Nishant Babarao Akhare
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Nishant,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

18.05.2022

Annexure A

Name Nishant Babarao Akhare

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

TAP/S/2022/26

AEML/HR/2022/GET/027
18.05.2022

Shripad Shrihari Chopde
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Shripad,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

adani
Electricity

18.05.2022

Annexure A

Name Shripad Shrihari Chopde

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

TAP/2022/M/

ANANT DEFENCE SYSTEMS PVT. LTD.

Dedicated service to Defence since 1988

Formerly known as "Anant Industries"

CIN : U29100PN2020PTC189802 GST : 27AATCA2944H1ZC

Date: 30/03/2023

Mr. Shubham Chhadi,
Shri Sant Gajanan Maharaj College of Engineering,
Shegaon.

Dear Mr. Shubham,

With reference to your application and subsequent interview we are pleased to offer you employment in our Organization as a **'GTE (Graduate Trainee Engineer)** on the following terms and conditions -

1. You will be on Trainee for a period of 01 Year.
2. You will be placed in **GTE - Grade** with gross salary of **Rs.19,730/-** per month (Annex. 'A' attached) mutually agreed between the company & you.
3. You will report to Department Head.
4. Detailed appointment letter will be issued to you after your joining with us.
5. You are requested to submit the following documents at the time of joining
    1. Offer Letter acceptance copy.
    2. Birth date certificate.
    3. Copies of your certificates / testimonials - school, diploma / degree
    4. Four color photographs – Two passport and two stamp size for Identity Card.
    5. Copy of Pan Card, Copy of Aadhar Card, Bank Statement
    6. Reshan Card.
    7. Medical Report.

Please note that, this offer of employment is valid up to 06th April 2023. Therefore, let us know before 03rd April 2023, your willingness to join our organization.

If the above terms and conditions are acceptable to you please return the duplicate copy of this order duly signed in token of acceptance.

With Warm Regards,
For Anant Defence Systems Pvt. Ltd.

Anant Defence Systems Pvt. Ltd. Kesurdi 412801

Ravindra A. Chavan
(Authorized Signatory)

ANANT DEFENCE SYSTEMS PVT. LTD.

Dedicated service to Defence since 1988

Formerly known as "Anant Industries"

CIN : U29100PN2020PTC189802 GST : 27AATCA2944H1ZC

Name: Shubham Chhadi

Annexure- A

Salary Components	CTC	
	Per Month	Per Annum
Basic (50 % of Monthly Gross)	9,000.00	1,08,000.00
HRA (50 % of Basic)	4,500.00	54,000.00
Conveyance Allowance (8 % of Basic)	720.00	8,640.00
Other Allowance + Dinner + Rent	5,510.00	66,120.00
Gross Salary (A)	**19,730.00**	**2,36,760.00**
PF (12 % on Basic, Max 1800.00)	1,080.00	12,960.00
ESIC (0.75 % on Monthly Gross A)	147.98	1,775.70
Professional Tax	200.00	2,400.00
Canteen	800.00	9,600.00
Total Deduction (B)	**2,227.98**	**26,735.70**
Net Salary (A-B)	**17,502.03**	**2,10,024.30**
Sukanya Samriddhi (Applicable for girl child below 10 Years Only & Max 2 girl child)	-	5,000.00
Bonus (Annual) (Applicable on 1yr. completion)	-	19,730.00
Performance Linked Incentive (Annual)	As per Incentive Policy	
Annual Payments (C)	**0.00**	**24,730.00**
PF (Employer Contribution 13 % of Basic)	1,950.00	23,400.00
Gratuity (Applicable on 2 yr. completion)	433.00	5,196.00
ESIC (Employer Contribution 3.25 % of 'A')	739.88	8,878.50
Statutory Benefit (D)	**3,122.88**	**37,474.50**
Accidental Group Insurance	35.00	420.00
Mediclaim	712.00	8,544.00
Health Check Up	-	500.00
Uniform & safety Shoes	190.00	2,280.00
Tiffin Cost per Annum (Company contribution)	800.00	9,600.00
Transportation	-	-
MLWF	-	72.00
Benefit Paid by Company (E)	1,737.00	21,416.00
Total CTC (A+C+D+E)	**24,589.88**	**3,20,380.50**

Note:

1. All above benefits will be applicable, as per company policy and Management decision.

For Anant Defence Systems Pvt. Ltd.

Ravindra A. Chavan
(Authorized Signatory)

TAP/2022/M/

ANANT DEFENCE SYSTEMS PVT. LTD.

Dedicated service to Defence since 1988

Formerly known as "Anant Industries"

. CIN : U29100PN2020PTC189802 GST : 27AATCA2944H1ZC

Date: 30/03/2023

Mr. Vaibhav Deshmukh,
Shri Sant Gajanan Maharaj College of Engineering,
,Shegaon.

Dear Mr. Vaibhav,

With reference to your application and subsequent interview we are pleased to offer you employment in our Organization as a **'GTE (Graduate Trainee Engineer)** on the following terms and conditions -

1. You will be on Trainee for a period of 01 Year.
2. You will be placed in **GTE - Grade** with gross salary of **Rs.19,730/-** per month (Annex. 'A' attached) mutually agreed between the company & you.
3. You will report to Department Head.
4. Detailed appointment letter will be issued to you after your joining with us.
5. You are requested to submit the following documents at the time of joining
   1. Offer Letter acceptance copy.
   2. Birth date certificate.
   3. Copies of your certificates / testimonials - school, diploma / degree
   4. Four color photographs – Two passport and two stamp size for Identity Card.
   5. Copy of Pan Card, Copy of Aadhar Card, Bank Statement
   6. Reshan Card.
   7. Medical Report.

Please note that, this offer of employment is valid up to 06th April 2023. Therefore, let us know before 03rd April 2023, your willingness to join our organization.

If the above terms and conditions are acceptable to you please return the duplicate copy of this order duly signed in token of acceptance.

With Warm Regards,
For Anant Defence Systems Pvt. Ltd.

Anant Defence Systems Pvt. Ltd. Kesurdi - 412801

Ravindra A. Chavan
(Authorized Signatory)

ANANT DEFENCE SYSTEMS PVT. LTD.

Dedicated service to Defence since 1988

Formerly known as "Anant Industries"

CIN : U29100PN2020PTC189802 GST : 27AATCA2944H1ZC

Name: Vaibhav Deshmukh

Annexure- A

Salary Components	CTC	
	Per Month	Per Annum
Basic (50 % of Monthly Gross)	9,000.00	1,08,000.00
HRA (50 % of Basic)	4,500.00	54,000.00
Conveyance Allowance (8 % of Basic)	720.00	8,640.00
Other Allowance + Dinner + Rent	5,510.00	66,120.00
Gross Salary (A)	**19,730.00**	**2,36,760.00**
PF (12 % on Basic, Max 1800.00)	1,080.00	12,960.00
ESIC (0.75 % on Monthly Gross A)	147.98	1,775.70
Professional Tax	200.00	2,400.00
Canteen	800.00	9,600.00
Total Deduction (B)	**2,227.98**	**26,735.70**
Net Salary (A-B)	**17,502.03**	**2,10,024.30**
Sukanya Samriddhi (Applicable for girl child below 10 Years Only & Max 2 girl child)	-	5,000.00
Bonus (Annual) (Applicable on 1yr. completion)	-	19,730.00
Performance Linked Incentive (Annual)	As per Incentive Policy	
Annual Payments (C)	**0.00**	**24,730.00**
PF (Employer Contribution 13 % of Basic)	1,950.00	23,400.00
Gratuity (Applicable on 2 yr. completion)	433.00	5,196.00
ESIC (Employer Contribution 3.25 % of 'A')	739.88	8,878.50
Statutory Benefit (D)	**3,122.88**	**37,474.50**
Accidental Group Insurance	35.00	420.00
Mediclaim	712.00	8,544.00
Health Check Up	-	500.00
Uniform & safety Shoes	190.00	2,280.00
Tiffin Cost per Annum (Company contribution)	800.00	9,600.00
Transportation	-	-
MLWF	-	72.00
Benefit Paid by Company (E)	1,737.00	21,416.00
Total CTC (A+C+D+E)	**24,589.88**	**3,20,380.50**

Note:

1. All above benefits will be applicable, as per company policy and Management decision.

For Anant Defence Systems Pvt. Ltd.

Anant Defence Systems Pvt. Ltd. Kasurdi 412801

Ravindra A. Chavan
(Authorized Signatory)

TAP/2022/R/46

Atos

Date: 14/01/2022

Intent to Offer

Dear SAKSHI THOMBARE,

Syntellect ID: ASBE20150133

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

Atos

ANNEXURE A

SALARY DISTRIBUTION

Name:	**SAKSHI THOMBARE**	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	11,667	140,000
HRA	5,833	70,000
Basket of Allowances (BOA)	6,475	77,700
Statutory Bonus	2,558	30,700
Gross Salary	**26,533**	**318,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (OTE)	**28,333**	**340,000**

TAP/R/2022/60

Atos

Date: 08/2/2022

Intent to Offer

Dear Sampada Vyas,

Syntellect ID: ASBE20144785

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the Intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

Atos

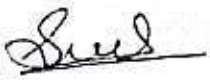
If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions



Signature

Atos

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name:	Sampada Vyas	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	11,667	140,000
Basket of Allowances (BOA)	12,308	147,700
Gross Salary	**23,975**	**287,700**
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,558	30,700
Retirals	**4,358**	**52,300**
Cost to Company (OTE)	**28,333**	**340,000**

TAP/2022/R/47

Atos

Date: 4/01/2022

Intent to Offer

Dear Shivani Joshi

Syntellect ID: ASBE20145681

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

Atos

ANNEXURE A

SALARY DISTRIBUTION

Name:	**Shivani Joshi**	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	11,667	140,000
HRA	5,833	70,000
Basket of Allowances (BOA)	6,475	77,700
Statutory Bonus	2,558	30,700
Gross Salary	**26,533**	**318,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (OTE)	**28,333**	**340,000**

STRICTLY PRIVATE AND CONFIDENTIAL

Date: Aug 29, 2022

To,
Arati Rajendra Wadhe,
At Post Advihir,
Tq Motala,
Dist Buldhana - 443103

Telephone: **8669275057**

Dear Arati Rajendra Wadhe

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("**Company"**) on the following terms:

1. DESIGNATION & BAND

You will be designated as **Deputy Manager – Platform Business** at **GB03 Band.**

2. PERIOD OF EMPLOYMENT

2.1 Your employment will commence on **September 05, 2022** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune - Corporate Office** but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1 Your basic salary will be **Rs. 16250**/- (**Rupees Sixteen Thousand Two Hundred Fifty Only Only**) and your house rent allowance will be **Rs. 8125**/- (**Rupees Eight Thousand One Hundred Twenty Five Only Only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (ninety)** written notice to the other party. The notice period of **90 (ninety)** days is part of the Employee Separation Policy which is available for your reference on the Company's intranet.

5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.

5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.

6.2. Employee who have joined the organization on or before 1st October in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The Increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.

7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.

7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

7.6 You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

companies.

8. COMPANY POLICIES AND PROCEDURE

8.1. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.

8.2. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.

9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;

10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or

10.4 Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

11.2 You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.

12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

12.3 For the purposes of this Employment Letter, “confidential information” includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY’S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS

14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finserv Direct Limited, and wish you a very successful career with the group.

For Bajaj Finserv Direct Limited,



Dheeraj Kumar Makhani
National Manager - Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on_____.

Signature : _____

Name : _____

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

Annexure - A

Detailed Salary Structure

Date : Aug 29, 2022
Name : Arati Rajendra Wadhe
Band : GB03

Salary Components	Annual	Monthly
Basic Salary	195000	16250
House Rent Allowance (HRA)	97500	8125
Special Allowance	303560	25297
Statutory Bonus	30540	2545
Provident Fund (Employer's Contribution)	23400	1950
Gross Salary	650000	54167
Gratuity	9380	
Performance Pay#	162500	
Total Cost To Company	821880	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.12/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000** /- (**Rupees Twenty Lakh only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /-** (**Rupees Twenty-five Lakh only**).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /-** (**Rupees Three Lakh only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name :

Date :

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai – Pune Road, Akurdi,
Pune – 411 035, Maharashtra, India.

Corporate ID NO.:
U65923PN2014PLC150522
020-67064900

TAP/U/2022/67

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Re: Birlasoft | Letter Of Intent

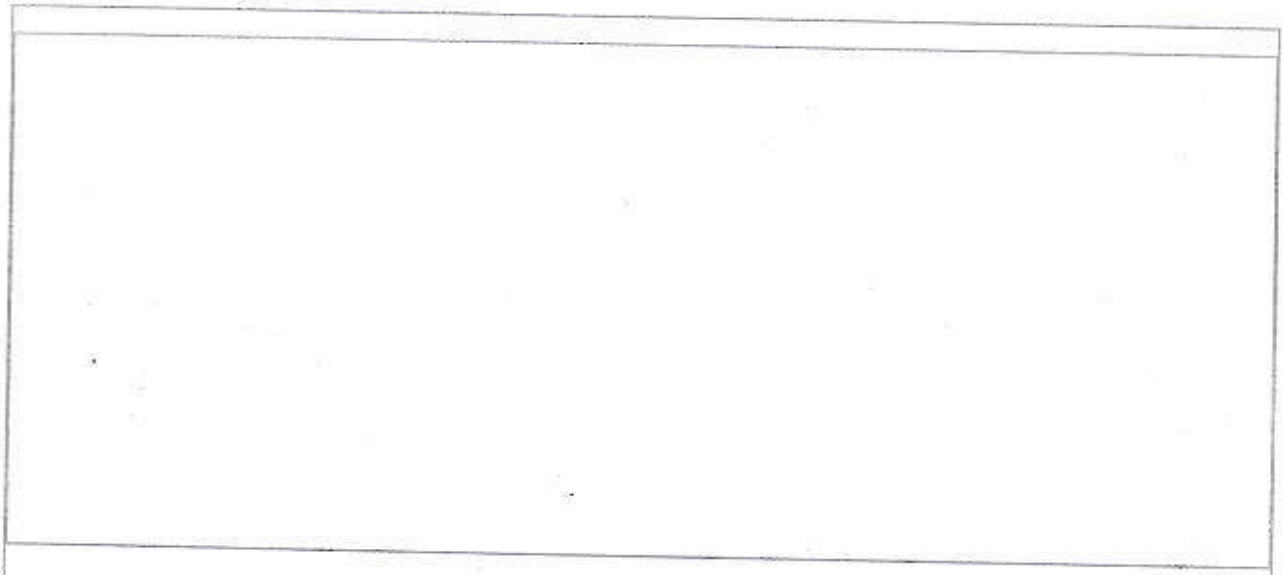
1 message

Komal Nemade <komalnemade79@gmail.com>
To: TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Mon, Jun 20, 2022 at 5:40 PM

On Thu, 12 May, 2022, 6:01 pm Campus Team, <Campusteam@birlasoft.com> wrote:

Classification: Internal



LETTER OF INTENT

Dear Komal Gajanan Nemade **Dated: 12th May 2022**

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 4 lakh per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited

Birlasoft.com

********** "This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which they are addressed. If you have received this email in error please notify the mail.admin@birlasoft.com immediately without opening the mail and attachment . Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the company. Finally, the recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email" **********

7 attachments



image001.jpg
61K



image002.gif
4K

image003.png
1K

image004.png
1K

image005.png
1K

image006.png
1K

image005.png
1K

TAP/2022/5 /01

Gmail

Fwd: Birlasoft | Letter of Intent

1 message

Krutika **Akhare** <kgakhare2018@gmail.com> Mon, Apr 4, 2022 at 4:11 PM
To: "tpossgmce@gmail.com" <tpossgmce@gmail.com>

Krutika Ganesh Akhare
Final year
Letter of intent:- Birlasoft

---------- Forwarded message ---------
From: **Campus Team** <Campusteam@birlasoft.com>
Date: Tue, 22 Mar, 2022, 7:14 pm
Subject: Birlasoft | Letter of Intent
To: kgakhare2018@gmail.com <kgakhare2018@gmail.com>

LETTER OF INTENT

Dear **Krutika Ganesh Akhare** **Dated: 22 March 2022**

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd**.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 4 lakh per annum**.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.

- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited

TAP/2022/5/46

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Birlasoft | Letter Of Intent

1 message

Neha Deshmukh <nrd010900@gmail.com>
To: tpossgmce@gmail.com

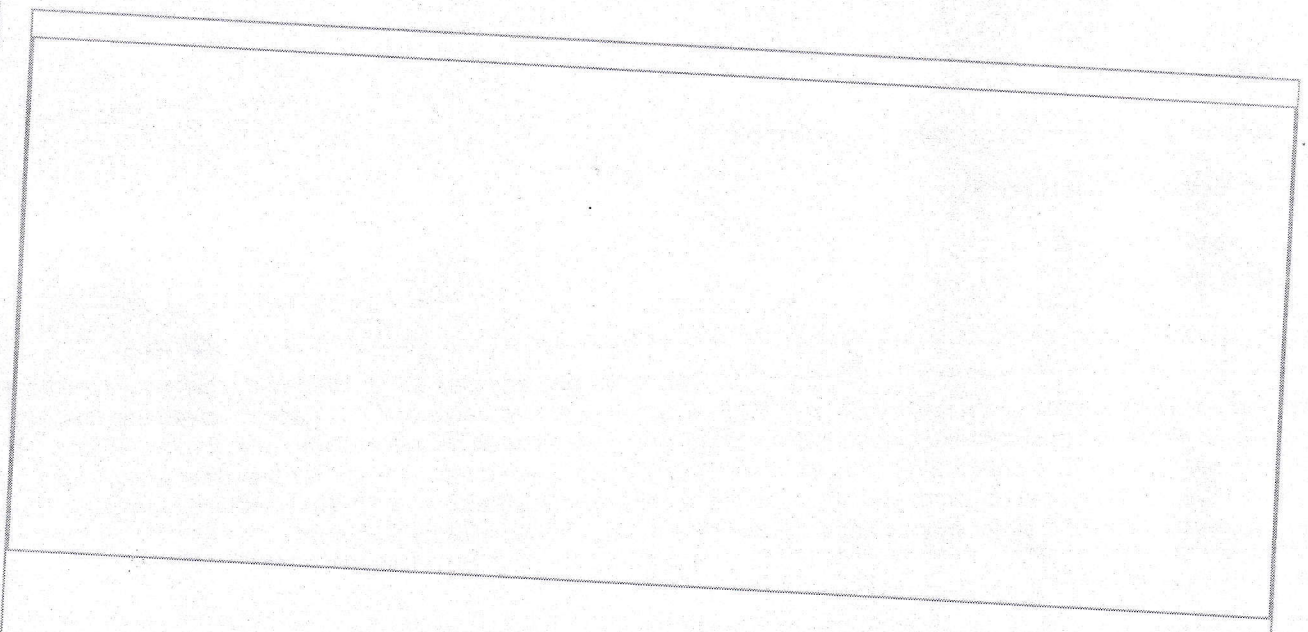
Wed, Jun 1, 2022 at 3:50 PM

---------- Forwarded message ---------
From: **Neha Deshmukh** <nrd010900@gmail.com>
Date: Mon, 18 Apr, 2022, 5:35 pm
Subject: Re: Birlasoft | Letter Of Intent
To: Campus Team <Campusteam@birlasoft.com>

I accept the offer.

On Mon, 18 Apr, 2022, 5:32 pm Campus Team, <Campusteam@birlasoft.com> wrote:

Classification: Internal



LETTER OF INTENT

Dear Neha Rajendra Deshmukh
April 2022

Dated: 18th

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 4 lakh per annum**.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited

Birlasoft.com

********** ********** "This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which they are addressed. If you have received this email in error please notify the mail.admin@birlasoft.com immediately without opening the mail and attachment . Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the company. Finally, the recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email" ********** ********** **********

6 attachments



image001.jpg
61K



image002.gif
4K

image003.png
1K

image004.png

TAP/N/2022/71

CK BIRLA GROUP

birlasoft

Letter of Authorization

To whom it may concern

I understand that **Birlasoft** may use an outside agency to verify and validate the information I have provided during my interview, job application or resume including my employment, personal background, professional standing, work history and qualifications or any such information related or relevant to my employment.

I understand that an outside background screening agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, criminal conviction / ongoing criminal case records, School & College records, Identity Records and professional and personal references.

I authorize, without reservation, any individual, corporation or other private or public entity to furnish **Birlasoft** and the outside background agency all information about me. I also authorize Birlasoft to release any such information related to my credentials to any government agencies or anyone with whom Birlasoft has any business relationship (such as clients, auditors, specific consultants, etc.) with whom Birlasoft has formal services agreements, specifically confidentiality agreements in place.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that might arise from furnishing to Birlasoft and the outside agency information that they may request pursuant to this release.

This authorization and release, in original, faxed, electronic or photocopied form, shall be valid for this and any future reports and updates that may be requested.

Signed: Rutika

Name in Block Capitals: RUTIKA RAJESH DESHMUKH

Date of Birth: 27/05/2000 (dd/mm/yyyy)

Date: 2/06/2022

TAP/2022/S/30

---------- Forwarded message ---------
From: **Campus Team** <Campusteam@birlasoft.com>
Date: Thu, 12 May, 2022, 6:02 PM
Subject: Birlasoft | Letter Of Intent
To: shyamkokate17@gmail.com <shyamkokate17@gmail.com>

LETTER OF INTENT

Dear Shyam Arun Kokate **Dated: 12th May 2022**

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd**.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 4 lakh per annum**.
- On joining you would be required to sign a Service Agreement which isapplicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.
Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.
We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

TAP/R/2022/

bitwise

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

7th March 2022

To,
Sakshi Prashantrao Thakre
488, Sai Nagar Chowk, Ward No 1,
Burande Lay out, Sai Nagar, Near Gouri Kirana Store,
Wardha, Maharashtra - 442001.

Re: - Appointment Letter

Dear Sakshi,

We are happy to welcome you to the organization as Project Trainee with effect from 7th March 2022. You will be on probation for six months, from 7th March 2022 to 6th September 2022. Based on clearing your Bachelor's degree, your performance and company's requirements, you may be converted to a permanent employee. If you are not made permanent, your employment will come to an automatic end on 6th September 2022. In such event, you will be relieved immediately without any notice. During the period of your employment with Bitwise you will work honestly, faithfully, diligently and efficiently for the growth of Bitwise.

Your appointment shall be subject to acceptance of the following terms and conditions:-

1. Your annual CTC along with the salary structure is attached as Annexure A.

2. You will be governed by the terms and conditions of your appointment letter along with the Bitwise policies, procedures and other rules that may be applicable. These policies, procedures and rules are subject to amendments and adjustments from time to time and you are required to abide with the updated policies, procedures and rules.

3. This offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application and on the ability to handle any assignments / jobs independently anywhere in India or overseas. In case, at a later date, any of the your statements / particulars furnished are found to be false or misleading or your performance is not up to the mark or if any adverse report is obtained from any post joining checks, Bitwise shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

4. Though you have been engaged for a specific position, Bitwise reserves the right to send you on training/ deputation / transfer / assignment to sister companies / associated companies, client locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

5. Your working hours shall be regulated to suit the duties entrusted to you and can be changed from time to time depending on the project/ business needs. You will be required to work for eight hours in a day excluding time spent for lunch or on breaks.

6. Your position with Bitwise is a full time employment and you will devote yourself exclusively to the business of the company. You will not take up or continue any other work for remuneration (part time or full time) or work on any advisory committee or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business during your employment with Bitwise without the explicit written permission from the company.

7. You shall only at the request of Bitwise, enter into any direct or indirect agreement or undertaking with any customer to whom you may be assigned or deputed.

Digitally signed by RUPALI PRASAD VEERKAR
Date: 2022.03.10 16:33:12 +05'30'

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

8. You will not have any legal rights towards any software, data or documentation worked upon by you for Bitwise, its clients or associated companies. You will not bring in or take out, send or receive any software, data or documentation by using physical storage or electronic interchange media from or to the office premises without written authorization, except as necessary for the execution of your official work.

9. You shall not install, enable, download, copy or duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

10. You shall use Bitwise resources for official purpose only. You will display and employ reasonable care and precaution in handling / utilizing any of the assets / properties of Bitwise or its clients, to which you will have access in discharge of your duties. You will be personally liable to compensate / reimburse the loss / damage / deterioration, if any, suffered or discovered to have been suffered by any of the assets / properties of Bitwise or its clients by reason of your negligent, incompetent and irresponsible handling of the assets / properties involved.

11. Bitwise has your consent to use your personal information as described in Privacy Policy.

12. During your tenure with Bitwise or at any time thereafter, you are expected to maintain utmost secrecy in regard to the current and proposed affairs of Bitwise, its associated companies, clients and employees and shall keep all such information, whether written or oral, completely confidential.

13. During your tenure with Bitwise and for a period of one year immediately following termination/ resignation for any reason whatsoever, you shall not, directly or indirectly, solicit employment of, Employ, or advise any Bitwise employee, consultant, independent contractor or associated customer to terminate his or her contract or relationship with Bitwise. You will also not accept any employment or work contract (directly or as a subcontractor) from any customer of Bitwise.

14. Either party can terminate this employment by serving a notice of 30 days to the other party. If approved by Bitwise, the employee may surrender his / her Paid Leave or pay salary (gross) in lieu of notice period. Similarly Bitwise may also pay salary (gross) in lieu of notice period at its discretion. Bitwise can terminate your services for cause, with immediate effect. "For cause" includes, but is not limited to, theft or misappropriation of Bitwise and Bitwises' customer's assets or information, poor or inadequate work performance, contravention of Bitwise policies or directives, excessive tardiness, or any detrimental conduct.

15. Unauthorized absence or absence without permission from duty for a continuous period of 7 days, would make you lose your employment with Bitwise. In such event, your employment will come to an automatic end. You will be required to complete all the necessary resignation formalities and also reimburse the company for the notice period.

16. Before seeking release upon termination / resignation of your services with Bitwise in any way, you will return all the belongings of the company as a condition precedent against an actionable receipt to be followed by issuance of "No Dues Certificate" and till such time, Bitwise shall hold and wield its rights of lien over all your dues including terminal dues.

Rupali Veerkar
Vice President - HR
Bitwise Solutions Pvt. Ltd.

Received and Accepted
Date:

An ISO 9001:2015 & ISO 27001:2013 Certified Company

bitwise

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

Letter of Appointment

Annexure A - Salary Structure

Employee Name – Sakshi Prashantrao Thakre

Designation – Project Trainee

Effective Date – 7th March 2022

Your annual CTC will be ₹ 2,40,000/- (Rupees Two Lakh and Forty Thousand Only) P.A. The breakup of your salary is as follows–

	Annual in ₹	Monthly in ₹
Basic	1,68,000.00	14,000.00
HRA	17,088.00	1,424.00
Transport Allowance	4,800.00	400.00
Special Allowance	0.00	0.00
Medical Allowance	4,800.00	400.00
Gross	1,94,688.00	16,224.00
*Bonus	24,000.00	-
Company Contribution to PF	21,312.00	1,776.00
CTC	2,40,000.00	18,000.00

*Bonus will be paid proportionately during 2022 Diwali.

Received and Accepted

Date

TAP/2022/U/56

BIZSENSE SOLUTIONS

Date: March 15th 2022

To,
Ms. Gauri Jadhav

Subject: Letter of Offer as Software Engineer in Grade A.1

Dear Gauri,

Thank you for exploring career opportunities with Bizsense Solutions Pvt Ltd. You have successfully completed our 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 Software Engineer in Grade A.1

You will be assigned a role in the Nagpur unit, which is subject to change as per the business requirements of Bizsense.

The details of your compensation and terms and conditions governing your employment are provided in Annexure 1, 2 and 3 with this letter.

Your joining date should be no later than 21st July 2022. If for whatever reason, you are unable to meet this date, please contact the undersigned immediately.

Kindly confirm your acceptance of this offer by 20/03/2022 by sending an email to the below mentioned email address. You are also required to send a copy of this letter counter signed by you to our office within 15 days of your acceptance.

If not accepted by above date, it will be construed that you are not interested in this employment offer and the offer will automatically stand withdrawn.

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

For Bizsense Solutions Private Limited

Vakil

(Dr. Swati Vakil)
Head – HR, Admin and Accounts

For any queries, please contact the undersigned at: Cell #8087742840, ankita.bhave@bizsense.in

Enclosures:
Annexure 1: Gross Compensation and Benefits
Annexure 2: General Terms and Conditions of Employment with Bizsense
Annexure 3: Confidentiality and Intellectual Property Terms

BIZSENSE SOLUTIONS

Annexure 1
GROSS COMPENSATION AND BENEFITS

1. **Your gross compensation including all benefits will be Rs 4,80,013/- per annum**

2. **Fixed Compensation**
   This part of compensation has components like Basic Salary, House Rent Allowance (HRA), Bonus (as per statutory requirements), Food Allowance and Internet Allowance.

3. **Value Compensation**
   Performance Pay

   This component of your salary is based on your on-going individual performance. This component is subject to review on your first anniversary and may undergo a change on completion of your first Anniversary with the company on the basis your own ongoing individual performance.

   Commitment Incentive

   This incentive is paid to you in acknowledgement of your commitment to serve next 12 months with Company. The monthly amount paid as Commitment Incentive will be decided based on your commitment and ongoing individual performance.

   This component is liable to be withdrawn and recovered from you in full, if you do not honour your commitment.

   Special Allowance

   This Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your team and your own ongoing individual performance. The payment is subject to your being active on the company rolls.

4. **Other Benefits**
   Term Life Insurance

   You will be covered under Term Life insurance benefit of Maximum upto 5 Lac from the very first day of joining.

   Health Insurance

   You will be covered under Corporate Group Health Insurance Policy as per company's compensation policy after you have successfully completed your probation period of SIX months with Bizsense

   Maternity Leave

   Women employees are eligible to avail maternity leave as per the policy of Bizsense. For more details regarding this benefit and eligibility, please refer Bizsense Employee Handbook after you join.

5. **RETAIRALS**
   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 BIZSENSE will contribute its share 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.

6. Loans

You will be eligible for loans as per Bizsense loan policy for employees. Please refer Bizsense Employee Handbook after you join.

Salary Structure Grade A.1

Salary Head	Monthly	Yearly
Fixed Pay		
Basic	12,000	1,44,000
House Rent Allowance	4,800	57,600
Conveyance Allowance	1,600	19,200
Food Allowance	1,500	18,000
Internet Allowance	1,500	18,000
Bonus	1,000	12,000
SUB TOTAL [A]	**22,400**	**2,68,800**
Value Components		
Special Pay	5,175	62,100
Commitment Pay	5,175	62,100
Performance Pay	1,534	18,408
SUB TOTAL [B]	**11,884**	**1,42,608**
Gross Monthly Pay [A + B]	**34,284**	**4,11,408**
Annual Components/ Retirals		
Employer's contribution to PF	1,950	23,400
Gratuity Provision	577	6,924
Health Insurance*		7,700
Term Insurance**		581
SUB TOTAL [C]		**38,605**
SUB TOTAL [A+B+C]		**4,50,013**
Annual Reward - 2022***		**30,000**
TOTAL COMPENSATION (CTC)		**4,80,013**

Note:

1. * Salary raise after 1 year will range between 10% - 25% based on your performance during the first year
2. 24 month continuous tenure commitment excluding the notice period is MANDATORILY required for this position
3. Commitment withhold of Rs. 90,000 @ Rs. 7,500 per month will be done from the salary paid during the first year
4. Commitment withhold of Rs. 60,000 @ Rs. 5,000 per month will be done from the salary paid during the second year
5. In the event of the employee terminating employment before completing 24 months, a training cost of Rs. 1,50,000 will be recovered from the employee. This amount will be recovered from the final settlement after adjusting the amount recovered through monthly withhold.
6. Ex. If the employee resigns after completing 18 months, then Rs. 90,000 (first 12 months) + Rs. 25,000 (13-17th month) = Rs. 1,15,000 have already been recovered. Balance Rs. 35,000 will be recovered from the final settlement.
7. Annaul Reward is payable to you at the completion of tenure of continuous one year with us.
8. All salary payments are subject to statutory deductions and TDS as applicable.

(Authorized Signatory)

TAP/2022/0157

BIZSENSE SOLUTIONS

Date: March 15th 2022

To,
Mr. Yogesh Kathale

Subject: Letter of Offer as Software Engineer in Grade A.1

Dear Yogesh,

Thank you for exploring career opportunities with Bizsense Solutions Pvt Ltd. You have successfully completed our 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 Software Engineer in Grade A.1

You will be assigned a role in the Nagpur unit, which is subject to change as per the business requirements of Bizsense.

The details of your compensation and terms and conditions governing your employment are provided in Annexure 1, 2 and 3 with this letter.

Your joining date should be no later than 21st July 2022. If for whatever reason, you are unable to meet this date, please contact the undersigned immediately.

Kindly confirm your acceptance of this offer by 20/03/2022 by sending an email to the below mentioned email address. You are also required to send a copy of this letter counter signed by you to our office within 15 days of your acceptance.

If not accepted by above date, it will be construed that you are not interested in this employment offer and the offer will automatically stand withdrawn.

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

For Bizsense Solutions Private Limited

Vakil

(Dr. Swati Vakil)
Head – HR, Admin and Accounts

For any queries, please contact the undersigned at: Cell #8087742840, ankita.bhave@bizsense.in

Enclosures:
Annexure 1: Gross Compensation and Benefits
Annexure 2: General Terms and Conditions of Employment with Bizsense
Annexure 3: Confidentiality and Intellectual Property Terms

BIZSENSE SOLUTIONS

Annexure 1
GROSS COMPENSATION AND BENEFITS

1. **Your gross compensation including all benefits will be Rs 4,80,013/- per annum**

2. **Fixed Compensation**
   This part of compensation has components like Basic Salary, House Rent Allowance (HRA), Bonus (as per statutory requirements), Food Allowance and Internet Allowance.

3. **Value Compensation**
   Performance Pay

   This component of your salary is based on your on-going individual performance. This component is subject to review on your first anniversary and may undergo a change on completion of your first Anniversary with the company on the basis your own ongoing individual performance.

   Commitment Incentive

   This incentive is paid to you in acknowledgement of your commitment to serve next 12 months with Company. The monthly amount paid as Commitment Incentive will be decided based on your commitment and ongoing individual performance.

   This component is liable to be withdrawn and recovered from you in full, if you do not honour your commitment.

   Special Allowance

   This Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your team and your own ongoing individual performance. The payment is subject to your being active on the company rolls.

4. **Other Benefits**
   Term Life Insurance

   You will be covered under Term Life insurance benefit of Maximum upto 5 Lac from the very first day of joining.

   Health Insurance

   You will be covered under Corporate Group Health Insurance Policy as per company's compensation policy after you have successfully completed your probation period of SIX months with Bizsense

   Maternity Leave

   Women employees are eligible to avail maternity leave as per the policy of Bizsense. For more details regarding this benefit and eligibility, please refer Bizsense Employee Handbook after you join.

5. **RETAIRALS**
   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 BIZSENSE will contribute its share 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.

BIZSENSE SOLUTIONS

6. Loans

You will be eligible for loans as per Bizsense loan policy for employees. Please refer Bizsense Employee Handbook after you join.

Salary Structure Grade A.1

Salary Head	Monthly	Yearly
Fixed Pay		
Basic	12,000	1,44,000
House Rent Allowance	4,800	57,600
Conveyance Allowance	1,600	19,200
Food Allowance	1,500	18,000
Internet Allowance	1,500	18,000
Bonus	1,000	12,000
SUB TOTAL [A]	**22,400**	**2,68,800**
Value Components		
Special Pay	5,175	62,100
Commitment Pay	5,175	62,100
Performance Pay	1,534	18,408
SUB TOTAL [B]	**11,884**	**1,42,608**
Gross Monthly Pay [A + B]	**34,284**	**4,11,408**
Annual Components/ Retirals		
Employer's contribution to PF	1,950	23,400
Gratuity Provision	577	6,924
Health Insurance*		7,700
Term Insurance**		581
SUB TOTAL [C]		**38,605**
SUB TOTAL [A+B+C]		**4,50,013**
Annual Reward - 2022***		**30,000**
TOTAL COMPENSATION (CTC)		**4,80,013**

Note:

1. * Salary raise after 1 year will range between 10% - 25% based on your performance during the first year
2. 24 month continuous tenure commitment excluding the notice period is MANDATORILY required for this position
3. Commitment withhold of Rs. 90,000 @ Rs. 7,500 per month will be done from the salary paid during the first year
4. Commitment withhold of Rs. 60,000 @ Rs. 5,000 per month will be done from the salary paid during the second year
5. In the event of the employee terminating employment before completing 24 months, a training cost of Rs. 1,50,000 will be recovered from the employee. This amount will be recovered from the final settlement after adjusting the amount recovered through monthly withhold.
6. Ex. If the employee resigns after completing 18 months, then Rs. 90,000 (first 12 months) + Rs. 25,000 (13-17th month) = Rs. 1,15,000 have already been recovered. Balance Rs. 35,000 will be recovered from the final settlement.
7. Annual Reward is payable to you at the completion of tenure of continuous one year with us.
8. All salary payments are subject to statutory deductions and TDS as applicable.

Saakil

(Authorized Signatory)

TAP/U/2022/90

BYJU'S

Offer Letter

Date : Sunday, July 10, 2022

Dear Nimmish Prashant Hatwar,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Faculty - Tutoring** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company") in the **Academics - BTC** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, July 15, 2022**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Friday, July 15, 2022** , the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Faculty - Tutoring
Department	Academics - BTC
Employment Type	Regular
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 600000
Variable Compensation: ₹ 0
Total Annual Cost to Company : ₹ 600000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, July 15, 2022, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,

THINK & LEARN PVT. LTD. Bangalore

Deeptha A R
Head – Human Resources

Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	Nimmish Prashant Hatwar
Designation	Faculty - Tutoring
Date Of Joining	Friday, July 15, 2022
Annual Cost To Company(CTC)	₹ 600000
Fixed Compensation	₹ 600000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹300,000.00
House Rent Allowance	₹150,000.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹84,000.00
Adhoc Allowances*	₹44,400.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹0.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹578,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹556,800.00

Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
***Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.*
****PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.*

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances

- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.
This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.
This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.
This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.
This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation – On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 60 days. You are also at liberty to resign from the services of the Company by giving 60 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period – After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 60 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 60 days of notice in writing, or by payment of 60 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 60 days of notice in writing or 60 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of

Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowar ce	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarte window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income

TAP/2022/U/85

Capgemini

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

Superset ID: 1452523

Letter of Intent ("LOI")

Dear Adhiraj Sapkal,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1452523**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1452523**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1452523**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

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

ANNEXURE 1

Adhiraj Sapkal
Analyst and A4

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

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

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

TAP/2022/LI/49

Capgemini

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

Superset ID: 1703435

Letter of Intent ("LOI")

Dear ADITI KHANDARE,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1703435**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1703435**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1703435**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

ADITI KHANDARE
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/02

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

Superset ID: 1698207

Letter of Intent ("LOI")

Dear AJINKYA INGALE,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1698207**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1698207**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1698207**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

AJINKYA INGALE
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/5/2022/32

Capgemini

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

Superset ID: 1689508

Letter of Intent ("LOI")

Dear AMISHA LONAGRE,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1689508**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1689508**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1689508**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

AMISHA LONAGRE
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/03

Capgemini

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

Superset ID: 1399829

Letter of Intent ("LOI")

Dear Anuksha Raut,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1399829**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1399829**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1399829**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Anuksha Raut
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/U/ 50

Capgemini

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

Superset ID: 1729748

Letter of Intent ("LOI")

Dear Ashwini Sonone,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1729748**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1729748**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1729748**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Ashwini Sonone
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/M/05

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

Atharva Wakodikar <atharvawako10@gmail.com>
To: TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Tue, May 17, 2022 at 11:52 AM

---------- Forwarded message ---------
From: **Capgemini via Superset** <notifications@email.joinsuperset.com>
Date: Thu, 24 Feb, 2022, 4:14 PM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <atharvawako10@gmail.com>




Most Ethical Company - Eight times in a row


We're highly- rated on Glassdoor


Capgemini Research Institute ranked #1


Our gender balance initiatives


Our global client stories

Dear Atharva Ravindra Wakodikar,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 03, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career, Ace your career at Capgemini.

University Hiring & Relations Team

Go to Offer Page

Capgemini

Stay Connected. Stay Updated.

Click here to view the recruitment disclaimer.

To view our candidate privacy notification please click here

TAP/2022/S/04

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

Superset ID: 274994

Letter of Intent ("LOI")

Dear Atul Devkate,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 274994**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 274994**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 274994**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Atul Devkate
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/U/33

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6450613/1523798.

10/07/2022.
Dhiraj Baburao Thate.

Wadgaon,dhanora,Jalgaon
Buldhana, Maharashtra
India.

Confidential

Dear Dhiraj Baburao Thate,

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 **11/24/2022** (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 9.00 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Capgemini knowledge Park(SEZ),IT3/IT4, Airoli knowledge Park,Thane Belapur Rd,
Airoli Knowledge Park, TTC Industrial Area, MIDC, Navi Mumbai - 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 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. 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:

Analyst

Total Cost to Company (CTC). Rs.400,010.00

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.1,890.00	Rs.22,680.00
Other Allowances and Reimbursements – 2 +	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.29,878.00	Rs.358,536.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.388,800.00
Total Cash Compensation		Rs.388,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 400,010.00

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

TAP/2022/U/50

Capgemini

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

Superset ID: 1729748

Letter of Intent ("LOI")

Dear Ashwini Sonone,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1729748**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1729748**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1729748**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Ashwini Sonone
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/U/ 52

Capgemini

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

Superset ID: 1695172

Letter of Intent ("LOI")

Dear HARIOM MODOKAR,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1695172**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1695172**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1695172**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

HARIOM MODOKAR
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/U/53

Capgemini

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

Superset ID: 1793008

Letter of Intent ("LOI")

Dear kislay kumar,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1793008**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1793008**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1793008**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

kislay kumar
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/U/2022/64

Capgemini

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

Superset ID: 1625261

Letter of Intent ("LOI")

Dear Mansi Kulkarni,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Mansi Kulkarni
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

TAP/2022/R/18

Capgemini

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

Superset ID: 1514331

Letter of Intent ("LOI")

Dear Mansi Paturkar,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1514331**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1514331**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1514331**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Mansi Paturkar
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/R/G7

Capgemini

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

Superset ID: 1630284

Letter of Intent ("LOI")

Dear NISHA KAKADE,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1630284**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1630284**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1630284**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

NISHA KAKADE
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/05

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

Superset ID: 1701049

Letter of Intent ("LOI")

Dear POOJA DESHMUKH,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1701049**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1701049**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1701049**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

POOJA DESHMUKH
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/5/2022/53

Capgemini

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

Superset ID: 1628711

Letter of Intent ("LOI")

Dear Pooja Sharma,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1628711**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1628711**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1628711**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/U/ 54

Capgemini

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

Superset ID: 1686102

Letter of Intent ("LOI")

Dear Pradnya More,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1686102**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1686102**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1686102**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Pradnya More
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAPR022/R/49

Capgemini

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

Superset ID: 1600478

Letter of Intent ("LOI")

Dear Prajwal Gawhale,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1600478**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1600478**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1600478**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Prajwal Gawhale
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/5/06

Capgemini

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

Superset ID: 1632673

Letter of Intent ("LOI")

Dear Preeti Fulare,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1632673**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1632673**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1632673**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Preeti Fulare
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/5/2022/35

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

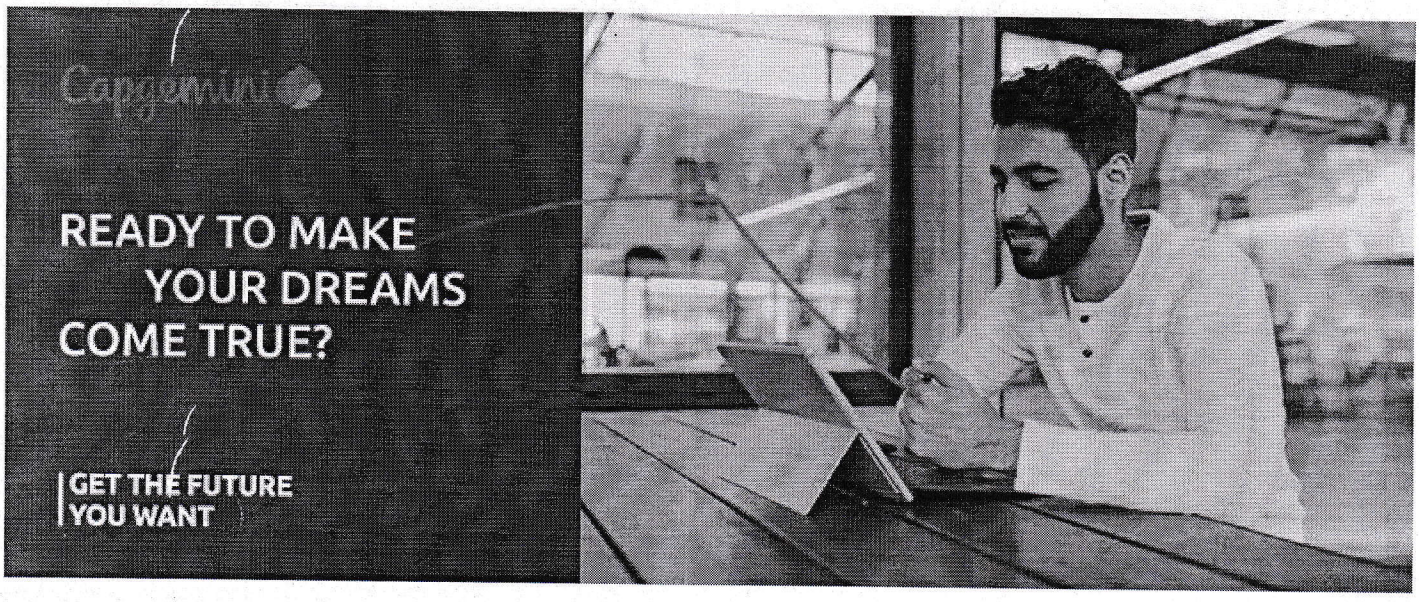
1 message

PUNAM MAKH <punammakh@gmail.com>
To: tpossgmce@gmail.com

Fri, Jun 3, 2022 at 2:58 PM

Punam Makh(4S)

---------- Forwarded message ---------
From: **Capgemini via Superset** <notifications@email.joinsuperset.com>
Date: Tue, Mar 22, 2022, 2:04 PM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <punammakh@gmail.com>




Most Ethical Company - Eight times in a row


We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1


Our gender balance initiatives


Our global client stories

Dear Punam Tejrao Makh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

Go to Offer Page

Capgemini

Stay Connected. Stay Updated.

Click here to view the recruitment disclaimer.

To view our candidate privacy notification please click here

TAP/2022/R/51

Capgemini

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

Superset ID: 1732834

Letter of Intent ("LOI")

Dear Radha Kabra,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1732834**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1732834**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1732834**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Radha Kabra
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/07

Capgemini

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

Superset ID: 1775416

Letter of Intent ("LOI")

Dear ROHAN PACHPOR,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1775416**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1775416**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1775416**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

ROHAN PACHPOR
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/08

Capgemini

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

Superset ID: 1711426

Letter of Intent ("LOI")

Dear RUTIK BALKAR,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1711426**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1711426**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1711426**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

RUTIK BALKAR
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/U/2022/66

Capgemini

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

Superset ID: 1694116

Letter of Intent ("LOI")

Dear RUTIKA DESHMUKH,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1694116**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1694116**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1694116**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/R/50

Capgemini

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

Superset ID: 1701489

Letter of Intent ("LOI")

Dear SAKSHI DHANUKA,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1701489**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1701489**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1701489**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

SAKSHI DHANUKA
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/09

Capgemini

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

Superset ID: 1610619

Letter of Intent ("LOI")

Dear Saksni Kshirsagar,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1610619**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1610619**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1610619**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Sakshi Kshirsagar
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/R/2022/58

Capgemini

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

Superset ID: 1625290

Letter of Intent ("LOI")

Dear Sampada Vyas,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1625290**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1625290**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1625290**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Sampada Vyas
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/U/2022/83

Capgemini

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

Superset ID: 1687226

Letter of Intent ("LOI")

Dear Shubhada Ingle,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1687226**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1687226**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1687226**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/UL022/87

ANNEXURE 1

Shubhada Ingle
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/M/10

Capgemini

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

Superset ID: 1734684

Letter of Intent ("LOI")

Dear SOHIL SHEKH,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1734684**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1734684**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1734684**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

SOHIL SHEKH
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/M/04

Capgemini

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

Superset ID: 2320101

Letter of Intent ("LOI")

Dear Sonal Jangale,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2320101**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2320101**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2320101**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAD/R/2022/65

Capgemini congratulates you on your selection and presents you our Letter Of Intent

2 messages

Capgemini via Superset <notifications@email.joinsuperset.com> Mon, 24 Jan 2022 at 14:28
To: sudhanshusathwane@gmail.com



Dear Sudhanshu Ramesh Sathawane,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jan 31, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)

- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

Go to Offer Page

Capgemini

Stay Connected. Stay Updated.

Click here to view the recruitment disclaimer.

To view our candidate privacy notification please click here

The information contained in this message is strictly internal and confidential.
Copyright© 2020. All rights reserved by Capgemini

Capgemini via Superset <notifications@email.joinsuperset.com> Mon, 24 Jan 2022 at 14:31

TAP/U/2022/80

Capgemini

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

Superset ID: 1700758
Letter of Intent ("LOI")

Dear Vaishnavi Gulwe,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").
In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.
The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.
The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.
Upon joining Capgemini,

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

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.
You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.
We would request you to go through the above terms, and let us know if they are

acceptable to you, within seven days of the issuance of this letter.
We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1700758**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1700758**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1700758**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini
Puneet Kumra
Head - Fresher Hiring
This is a system generated document and does not need a signature

TTAP/R/2022/56

Capgemini

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

Superset ID: 1687650

Letter of Intent ("LOI")

Dear Vijaya Narkhede,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1687650**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1687650**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1687650**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Vijaya Narkhede
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/01 55

Capgemini

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

Superset ID: 1871553

Letter of Intent ("LOI")

Dear Vishakha Darshanala,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1871553**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1871553**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1871553**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Vishakha Darshanala
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/S/50

Capgemini

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

Superset ID: 1461011

Letter of Intent ("LOI")

Dear Yash Saharkar,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1461011**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1461011**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1461011**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/C/...

ANNEXURE 1

Yash Saharkar
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

TAP/2022/R/37

coditas

Coditas Solutions LLP. | LLPIN:AAQ-6182

14/12/2021
Reference No: CS/HR/OFFER/AS/14122021

To,
Mr. **Aditya Sambare,**

Internship + Offer Letter

Dear Aditya,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you a remuneration of **Rs.11,000** per month (incl. TDS). You are expected to join on **17th January 2022** and complete the necessary joining formalities.

Post the internship, Coditas shall offer you a permanent position with an updated remuneration of **Rs.6 LPA**.

This offer is a combination of both an Internship and employment with Coditas, and it cannot be separated. After the Internship, the offer of permanent employment will be based on the decision made by the Coditas management.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to records, and verification of documents submitted during your tenure.
3. Your **probation period shall be 3 months** from the date of completion of your internship, subject to your performance
4. You can avail of the floater holidays as per the scheduled holiday calendar .

5. Regular performance reviews will be done to assess your suitability. If the performance is not as per the satisfaction of the management, it can lead to termination of employment.
6. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
7. The validity of this offer is **2 days** from the date of the release of this offer letter.
8. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
9. You are expected to share the below documents (whichever applicable) on or before the date of your joining:

    a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
    c. Photocopy of your passport along with a photocopy of Visa stampings (if any)
    d. One passport size photograph
    e. Age proof document
    f. Proof of permanent/local address
    g. Pan card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign during the internship period or within one year post confirmation, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company as per the following terms as indemnification of the cost of training and certification to the Company.

1. Resignation during the internship: total remuneration paid till date during the internship.
2. Resignation within 1 year of confirmation: half of the amount of CTC offered at the time of confirmation.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

TAP/2022/D/44

coditas

Coditas Solutions LLP. | LLPIN:AAQ-6182

22/12/2021
Reference No: CS/HR/OFFER/AB/22122021

To,
Mr. **Ankush Bharambe,**

Internship + Offer Letter

Dear Ankush,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you a remuneration of **Rs.11,000** per month (incl. TDS). You are expected to join on **17th January 2022** and complete the necessary joining formalities.

Post the internship, Coditas shall offer you a permanent position with an updated remuneration of **Rs.6 LPA**.

This offer is a combination of both an Internship and employment with Coditas, and it cannot be separated. After the Internship, the offer of permanent employment will be based on the decision made by the Coditas management.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to records, and verification of documents submitted during your tenure.
3. Your **probation period shall be 3 months** from the date of completion of your internship, subject to your performance
4. You can avail of the floater holidays as per the scheduled holiday calendar .

5. Regular performance reviews will be done to assess your suitability. If the performance is not as per the satisfaction of the management, it can lead to termination of employment.
6. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
7. The validity of this offer is **2 days** from the date of the release of this offer letter.
8. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
9. You are expected to share the below documents (whichever applicable) on or before the date of your joining:

    a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
    c. Photocopy of your passport along with a photocopy of Visa stampings (if any)
    d. One passport size photograph
    e. Age proof document
    f. Proof of permanent/local address
    g. Pan card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign during the internship period or within one year post confirmation, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company as per the following terms as indemnification of the cost of training and certification to the Company.

1. Resignation during the internship: total remuneration paid till date during the internship.
2. Resignation within 1 year of confirmation: half of the amount of CTC offered at the time of confirmation.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

TAP/2022/S/10

coditas

Coditas Solutions LLP. | LLPIN:AAQ-6182

02/12/2021

Reference No: CT/HR/OFFER/PC/02122021

To,
Mr. Prathamesh Chaudhari,

EMPLOYMENT OFFER LETTER

Dear Prathamesh,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you an annual CTC of **Rs. 6 LPA** and other benefits, the details of which are stated in the attached annexure.

Since your exam schedule has become uncertain due to the ongoing pandemic, we are keeping the tentative date of your joining on **4th July 2022** or earlier, as and when you are done with your exams.

The Terms are as follows:

1. The CTC shall comprise a fixed component and a variable component, if any, as per the company's prevailing scheme.
2. The CTC shall be subject to tax deduction at source and a professional tax deduction as per applicable rules.
3. We also have a corporate 'Group Health Insurance' plan which you can opt-in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your CTC.
4. Your probation period shall be 3 months from the date of joining, subject to your performance.
5. Regular performance reviews will be done to assess your suitability.
6. The next salary revision will be during the company's appropriate appraisal cycle, falling due after the completion of one year of service.
7. The notice period for relinquishing your services from the company would be 3 calendar months.
8. The F&F settlement in the event of resignation will be made after 2 weeks from the date of separation.
9. You shall be entitled to benefits as per the company's rules and regulations upon confirmation.
10. The validity of this offer is 2 days from the date of you receiving the offer letter.
11. Your posting will be in Pune; however, you may be given the opportunity to travel to the client locations for short durations from time to time.

12. Your appointment letter shall be handed over to you on your joining the company once you furnish the required documents mentioned in the attached list.

    1. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    2. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
    3. Photocopy of your Passport along with a photocopy of visa stamping, if any
    4. Three passport size Photographs
    5. Age proof
    6. Proof of Permanent /local Address
    7. Pan Card

Please let us know in advance in case you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign within one year of your joining, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company half of the amount of CTC offered.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

ANNEXURE

	Offered CTC	Monthly	Annually
		50000	600000
A	FIXED COMPONENT		
1	Basic Salary	16000	192000
2	Child Education Allowance	400	4800
3	House Rent Allowance	7500	90000
4	Conveyance Allowance	6250	75000
5	Medical Allowance	6250	75000
6	Leave Travel Allowance	6250	75000
7	Special Allowance	4660	55920
	GROSS SALARY	47310	567720
B	VARIABLE COMPONENT ****		
C	BENEFITS		
1	Employer Provident Fund *(as per PF act)*	1920	23040
2	Gratuity*	770	9240
3	Mediclaim Premium cont.**		
	TOTAL BENEFITS	2690	32280
	TOTAL COST TO COMPANY (A+B+C)	50000	600000
D	DEDUCTIONS		
1	Employee Contribution	1920	23040
2	Professional Tax *(300/- in February)*	200	2500
	Total Deduction	2120	25540
	NET SALARY (A-D)	45190	542180

* Gratuity payable as per The Payment of Gratuity Act 1972

**We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.

*** PF rate is applicable as EPFO authority. If any changes, the salary annexure will be restructured accordingly.

**** Variable Pay:- You are eligible for variable pay (if applicable) as per offer letter terms & conditions.

For Coditas Solutions LLP.

Authorized Signatory

I hereby accept the above salary break up.

Name: Prathamesh Chaudhari

Signature:

Date:

Place:

TAP/2022/S/11

coditas

Coditas Solutions LLP. | LLPIN:AAQ-6182

25/12/2021
Reference No: CS/HR/OFFER/PU/25122021

To,
Mr. **Pratik Unhale,**

Internship + Offer Letter

Dear Pratik,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you a remuneration of **Rs.11,000** per month (incl. TDS). You are expected to join on **3rd January 2022** and complete the necessary joining formalities.

Post the internship, Coditas shall offer you a permanent position with an updated remuneration of **Rs.6 LPA**.

This offer is a combination of both an Internship and employment with Coditas, and it cannot be separated. After the Internship, the offer of permanent employment will be based on the decision made by the Coditas management.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to records, and verification of documents submitted during your tenure.
3. Your **probation period shall be 3 months** from the date of completion of your internship, subject to your performance
4. You can avail of the floater holidays as per the scheduled holiday calendar .

5. Regular performance reviews will be done to assess your suitability. If the performance is not as per the satisfaction of the management, it can lead to termination of employment.
6. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
7. The validity of this offer is **2 days** from the date of the release of this offer letter.
8. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
9. You are expected to share the below documents (whichever applicable) on or before the date of your joining:

    a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
    c. Photocopy of your passport along with a photocopy of Visa stampings (if any)
    d. One passport size photograph
    e. Age proof document
    f. Proof of permanent/local address
    g. Pan card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign during the internship period or within one year post confirmation, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company as per the following terms as indemnification of the cost of training and certification to the Company.

1. Resignation during the internship: total remuneration paid till date during the internship.
2. Resignation within 1 year of confirmation: half of the amount of CTC offered at the time of confirmation.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

TAP/2022/LI/86

82/1, west park road 18th cross
Malleshwaram
Bengaluru – 560 055
Office No : +91-80-40955911
Website : www.cognitivetech.co.in

Date: 02/08/2022

Mr. Abhijeet Santhosh Jawanjalkar ,

Ekta Nagar,Near sai Nagar Board

Buldhana, Maharasatra - 443001

Dear Mr. Abhijeet Santhosh Jawanjalkar,

With reference to discussions, we have pleasure in offering you an appointment in our company as **Intern Application Engineer (EDA)** at CDT Bangalore.

1.Date of Internship

Your Internship is effective from the date of joining on 5th August 2022, On the date of your joining, you are requested to complete the joining formalities. You will be directly reporting to Mr.Aravindan,CTO at CDT. This internship period is for 6 months, if company finds you suitable for this position they will write a confirmation and take you as full time employee.

2. Internship Stipend

Your Stipend will be INR 7,000/month. which have been distributed under the aforesaid heads, are subject to taxes, as applicable. At its sole discretion, the management may consider either change of heads or redistribute the total emoluments under various heads. Internship stipend details should be always confidential and not to be discussed outside.

3. Leave and Holidays

During internship period you are not entitled for any leave, but if there are any urgency or emergency you can directly contact HOD and get approval of leave.

4. Training

You will be on OJTs and probation for a period of six months from the date of joining. All the training materials and will be provided and you will doing self-learning and regular webinars will be provided by CDT .

5. Other work

Your position is a full time internship with the Company and you shall devote yourself exclusively to the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or to be interested either directly or indirectly in any other trade or business during the employment with the company without permission in writing of the director or any other nominated representative of the company. Also you will not work directly or indirectly with our business partners or our direct competitors or our business partners competitors for the same business or related business during the period of your work. It will be legally covered through NDA.

6. Responsibilities

In view of your office you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

7. Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the company rules.

8. Confidential Information

As pre the company policy you will not at any time without the consent of the director or any other nominated representative of the company, disclose or divulge or make public except on legal obligations any information regarding the company's affairs or administration or research carried out whether the same may be confined to you or become known to you in the course of your service or otherwise.

9. Conflict of Interest

It is intended to avoid conflict between your interest as an employee, and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to the business with the company. Further, if any 'conflict of interest' arises in future, you will promptly report of the same to the management team of the company.

Noted below are a few examples of 'conflict of Interest':

1) For you or any dependent member of your family to have an interest in any organisation,

which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold an open market or the interest is not material.

2) For you or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual that is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
3) For you to serve as an officer, director or in any other management capacity or as a consultant to another company or organisation doing or seeking to do business with the company or an affiliate except with the knowledge and consent of management of our company.
4) For you to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of our company.
5) For you or any dependent member of your family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts or more than nominal value from any individual organisation doing or seeking to do business with the company.

10. Protection of Interest

If you conceive or develop any new or advanced methods of improving processes/ formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain sole right/property of the company. In case if you want to keep it as your own, then you need to get the approval from management team.

11. Technology and confidentiality Agreement

At the time of joining, you will be required to sign a technology and confidentiality Agreement with the company. To keep the confidentiality of your job nature , customer details and company confidential. If not legal action will be taken as per terms and conditions of company ACT.

12. Past Record

If any declaration given or furnished by you to the company prove to be False or if you are found to have wilfully suppressed any material information, in such a case, you will be liable to removal from service at any time without any notice.

13. Notice Period

This contract of employment is terminable by the company giving one week's notice during

Internship and employee wants to terminate the contract a 30 day's notice period has to be served irrespective of period. For the purpose of calculating of notice period, the completed period spent in the service of the company including training/probationary period will be taken in to account

14. On Separation

On termination of this internship, you will immediately give up to the company before you are relived all correspondence, specifications, formulae, books, documents, cost data , market data, literature, drawings, effects or records etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

15. Submission of Certificates and Photographs

At the time of joining, you are requested to submit a copy of all educational certificates, Passport Copy, aadhar copy and 2 reference letter from their mentors along with 2 stamp size and 2 passport size photographs.

Please confirm that the above terms are acceptable to you by signing a copy of this letter.

Wishing you all the best and welcoming you to Cognitive Design Technology Pvt Ltd

Yours truly
For **Cognitive Design Technology Pvt Ltd**

Aravindan.R
CTO

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on 05-08-2022 at 9:30am to our CDT Bangalore office.

Name : **Mr. Abhijeet Santhosh Jawanjalkar**

signature:

Date: Aandhar No : 6845 8537 7061

TAP/2022/R/62

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Deloitte- Letter of Intent - Updated Link - Mandatory

1 message

sampada Vyas <sampadavyas311@gmail.com>
To: tpossgmce@gmail.com

Tue, Jun 7, 2022 at 12:13 PM

---------- Forwarded message ---------
From: **USI Consulting Campus** <usiconsultingcampus@deloitte.com>
Date: Sat, May 7, 2022, 11:14
Subject: Deloitte- Letter of Intent - Updated Link - Mandatory
To:

Dear Candidate,

We request you to fill up the below mentioned survey again, as we were facing some technical difficulties with the previous Letter of Intent Survey.

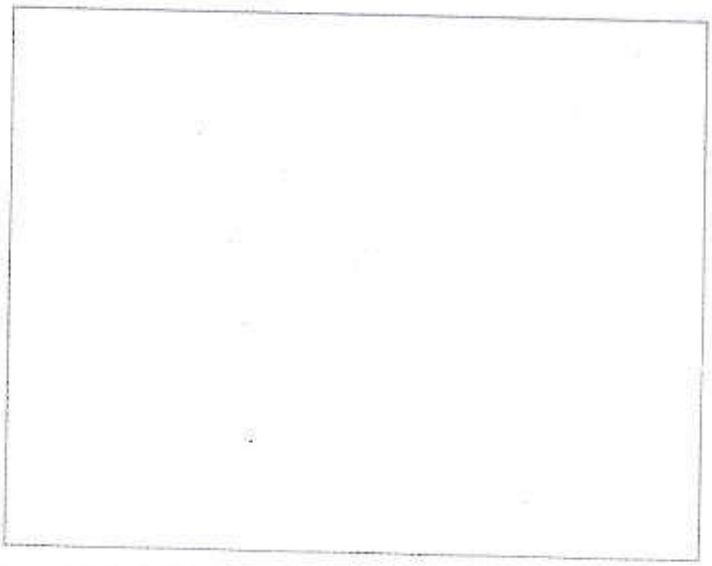
Thank you for your corporation.

Regards,

Campus Team

4.5 PM

Deloitte Consulting India Private Limited | May'22



Congratulations!
Letter of Intent to Hire

Greetings from Deloitte!

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of intent to hire you.

We extend this letter of intent, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization.

As an acknowledgement of your acceptance of this letter of intent, please click here and share your acceptance (accept/decline) and provide us with a few details. Kindly do get back to us within three business days (May 10, 2022) of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow **post your acceptance of this letter of intent.**

During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timings, at designated work-space and location as may be decided by the Company.

Everyone you have interviewed with joins me in welcoming you. We at Deloitte are looking forward to you joining us. If you wish to gain any further clarity, please feel free to contact us.

Please note that Aadhaar card with complete date of birth (dd/mm/yyyy format) is required for creating UAN number for PF account. In case you have not shared your Aadhaar in the correct format, request you to please update it on priority (refer attached document FAQ on E-Aadhaar for further guidance to obtain the same from the UIDAI portal). This is a very crucial part of offer release.

Click here to write to us in case you may have any queries. Thank you!

Regards,
Campus Recruitment team

About Deloitte
Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

Copyright © 2022 Deloitte Development LLC. All rights reserved.

TAP/2022/U/12

Evosys
A Mastek Company

September 21, 2021

To,
Mr. Anmol Soni,
Khandwa, Madhyapradesh, India.

Subject: Offer Letter

Dear Anmol,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION

Your base location will be Khandwa, Madhyapradesh, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION

Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum**.

OTHER BENEFITS

You will be eligible for the following additional benefits.

Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Bharat

Evosys
A Mastek Company

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Bharat

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.



Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**

TAP/2022/R/07

Evosys
A Mastek Company

September 21, 2021

To,
Mr. Anurag Tiwari,
Khandwa, Madhyapradesh, India.

Subject: Offer Letter

Dear Anurag,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION
Your base location will be Khandwa, Madhyapradesh, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION
Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum.**

OTHER BENEFITS
You will be eligible for the following additional benefits.
Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.



Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**

TAP/2022/LI/13

Evosys
A Mastek Company

September 21, 2021

To,
Ms. Pranjali Amalkar,
Buldhana, Maharashtra, India.

Subject: Offer Letter

Dear Pranjali,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION

Your base location will be Buldhana, Maharashtra, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION

Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum**.

OTHER BENEFITS

You will be eligible for the following additional benefits.

Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Bharat

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Bharat

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.



Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**

Evosys
A Mastek Company

Annexure – I

SALARY DETAILS

Name:	Pranjali Amalkar	
Designation:	Associate Consultant	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	12,927	1,55,124
House Rent Allowance	6,463	77,556
India Allowance*	3,525	42,300
Advance Bonus	2,000	24,000
Other Allowance	1,361	16,332
Employee's Contribution to PF**	1,551	18,612
Total Fixed Cash Compensation (A)	**27,827**	**3,33,924**
Fixed Non-Cash Components		
Gratuity***	622	7,464
Employer's Contribution to PF**	1,551	18,612
Total Fixed Non-Cash Compensation (B)	**2,173**	**26,076**
Total CTC (A+B)	**30,000**	**3,60,000**

NOTE:

* India allowance will be applicable during employee's stay in India. It will be discontinued whenever the employee is deputed onsite.
** PF - Employee and Employer Contribution to PF is a part of CTC.
*** Gratuity will be paid as per The Gratuity Act, India.

Bharat

TAP/2022/LI/14

Evosys
A Mastek Company

September 21, 2021

To,
Ms. Riddhi Jaju,
Akola, Maharashtra, India.

Subject: Offer Letter

Dear Riddhi,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION
Your base location will be Akola, Maharashtra, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION
Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum**.

OTHER BENEFITS
You will be eligible for the following additional benefits.
Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Bharat

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Bharat

Evosys
A Mastek Company

Annexure – I

SALARY DETAILS

Name:	Riddhi Jaju	
Designation:	Associate Consultant	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	12,927	1,55,124
House Rent Allowance	6,463	77,556
India Allowance*	3,525	42,300
Advance Bonus	2,000	24,000
Other Allowance	1,361	16,332
Employee's Contribution to PF**	1,551	18,612
Total Fixed Cash Compensation (A)	**27,827**	**3,33,924**
Fixed Non-Cash Components		
Gratuity***	622	7,464
Employer's Contribution to PF**	1,551	18,612
Total Fixed Non-Cash Compensation (B)	**2,173**	**26,076**
Total CTC (A+B)	**30,000**	**3,60,000**

NOTE:

* India allowance will be applicable during employee's stay in India. It will be discontinued whenever the employee is deputed onsite.
** PF - Employee and Employer Contribution to PF is a part of CTC.
*** Gratuity will be paid as per The Gratuity Act, India.

Bharat

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.



Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**



TAP/2022/LJ/15

Evosys
A Mastek Company

September 21, 2021

To,
Mr. Rohit Dodke,
Akola, Maharashtra, India.

Subject: Offer Letter

Dear Rohit,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION
Your base location will be Akola, Maharashtra, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION
Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum.**

OTHER BENEFITS
You will be eligible for the following additional benefits.
Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Bharat

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Bharat

Evosys
A Mastek Company

Annexure – I

SALARY DETAILS

Name:	Rohit Dodke	
Designation:	Associate Consultant	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	12,927	1,55,124
House Rent Allowance	6,463	77,556
India Allowance*	3,525	42,300
Advance Bonus	2,000	24,000
Other Allowance	1,361	16,332
Employee's Contribution to PF**	1,551	18,612
Total Fixed Cash Compensation (A)	**27,827**	**3,33,924**
Fixed Non-Cash Components		
Gratuity***	622	7,464
Employer's Contribution to PF**	1,551	18,612
Total Fixed Non-Cash Compensation (B)	**2,173**	**26,076**
Total CTC (A+B)	**30,000**	**3,60,000**

NOTE:

* India allowance will be applicable during employee's stay in India. It will be discontinued whenever the employee is deputed onsite.
** PF - Employee and Employer Contribution to PF is a part of CTC.
*** Gratuity will be paid as per The Gratuity Act, India.

Bharat

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.

Bharat

Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**

JAP/2022/LL/16

Evosys
A Mastek Company

September 21, 2021

To,
Mr. Sameer Zopate,
Khamgaon, Maharashtra, India.

Subject: Offer Letter

Dear Sameer,

We are pleased to offer you the position of **'Associate Consultant'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **May 16, 2022.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION

Your base location will be Khamgaon, Maharashtra, India (Work from Home). You will operate from Ahmedabad office after Pandemic. However, your services are transferable, and you may be assigned to any office of 'Evosys' within India or abroad. In such case, you will be governed by the policies of that location.

COMPENSATION

Your annual CTC will be **INR 360000 (INR Three Lakhs and Sixty Thousand Only) Per Annum.**

OTHER BENEFITS

You will be eligible for the following additional benefits.

Onsite Allowance: Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Conveyance: The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Accommodation: The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Bharat

Group Medical Insurance: You and your nuclear family (i.e. spouse & max 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying a nominal premium amount.

Time Zone: You will be required to work as per the time zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July 2023.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Bharat

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to having you aboard.

For Evolutionary Systems Pvt. Ltd.



Bharat Dhaneshwari
Assistant Manager - HR

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Date: **Place:** **Signature:**

Evosys
A Mastek Company

Annexure – I

SALARY DETAILS

Name:	Sameer Zopate	
Designation:	Associate Consultant	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	12,927	1,55,124
House Rent Allowance	6,463	77,556
India Allowance*	3,525	42,300
Advance Bonus	2,000	24,000
Other Allowance	1,361	16,332
Employee's Contribution to PF**	1,551	18,612
Total Fixed Cash Compensation (A)	**27,827**	**3,33,924**
Fixed Non-Cash Components		
Gratuity***	622	7,464
Employer's Contribution to PF**	1,551	18,612
Total Fixed Non-Cash Compensation (B)	**2,173**	**26,076**
Total CTC (A+B)	**30,000**	**3,60,000**

NOTE:

* India allowance will be applicable during employee's stay in India. It will be discontinued whenever the employee is deputed onsite.
** PF - Employee and Employer Contribution to PF is a part of CTC.
*** Gratuity will be paid as per The Gratuity Act, India.

Bharat

THP/2022/S/47

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

February 17, 2022

Ms Neha Rajendra Deshmukh
nrd010900@gmail.com
Candidate Id: CN20220495

Dear **Neha Rajendra Deshmukh,**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Mentor** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms. Neha Rajendra Deshmukh**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group accidental insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

TAP/m/2022/23

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

February 17, 2022

Mr Shubham Ashoksingh Chhadi
shubhamchhadi99@gmail.com
Candidate Id: CN20220506

Dear **Shubham Ashoksingh Chhadi,**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Mentor** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	Mr. Shubham Ashoksingh Chhadi	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group accidental insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

THP/2022/M/11

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

February 17, 2022

Mr Sohil Latif Shekh
sohillshekh2505@gmail.com
Candidate Id: CN20220504

Dear **Sohil Latif Shekh,**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Mentor** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Mr. Sohil Latif Shekh**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group accidental insurance policies for Life Cover Rs.10,00,000) ·The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

---------- Forwarded message ---------
From: **Vaishnavi Mairal** <vaishnavi.mairal@fendahl.com>
Date: Mon, 13 Dec, 2021, 4:02 PM
Subject: Offer of Appointment- Bhagyashri Agrawal
To: bhagyashriagrawal1904@gmail.com <bhagyashriagrawal1904@gmail.com>
Cc: Shrirang Pendharkar <SHRIRANG.PENDHARKAR@fendahl.com>, Madhuri Pendharkar <madhuri.pendharkar@fendahl.com>, Vinaya Saraf <vinaya.saraf@fendahl.com>, Pravina Deshmukh <pravina.deshmukh@fendahl.com>, Sipna COET, Amravati <tpo.sipna@gmail.com>

Hello Bhagyashri Agrawal,

1. Pursuant to your interview we are pleased to inform you that you have been selected for the post of Trainee Software Engineer in our organization as per the terms & conditions discussed during the interview.
2. You will receive a CTC worth INR 6,00,000/- on your probation period . The detailed pay structure will be annexed in the offer letter which will be provided to you at the time of joining.
3. You will be on Probation period for six months. Based on your performance, your services will be confirmed with the company in official records.
4. Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company.
5. You are requested to provide the following documents at your joining day all of which are Mandatory:

a. Photocopies of your highest educational qualifications.
b. 3 Passport size photographs.(One Soft Copy).

c. Photocopy of Passport (indicating Passport number, validity, address and age).
d. Proof of age and address if different from those mentioned in Passport or not having Passport.
e. 3 Colour Photocopy of PAN Card & Aadhar Card is compulsory. (One Soft Copy each)

6. The formal joining letter, however, would be issued to you on your joining day.

We take this opportunity to extend a warm welcome to you and look forward to a mutually beneficial experience. In case above conditions are acceptable to you. After completion of your final exams, joining date will be released.
Please email your acceptance of this offer by EOD today. This will facilitate us in proceeding with the next formalities related to your joining.

Thanks & Regards

Vaishnavi Mairal | Human Resource
Fendahl | 4th floor, Techfinity Tower, IT park | Nagpur | India
Office | +91 712 2955 693
Mobile | 7420056066
vaishnavi.mairal@fendahl.com

On Mon, Dec 13, 2021, 4:00 PM Vaishnavi Mairal <vaishnavi.mairal@fendahl.com> wrote:
Hello Revati Rathi,

1. Pursuant to your interview we are pleased to inform you that you have been selected for the post of Trainee Software Engineer in our organization as per the terms & conditions discussed during the interview.
2. You will receive a CTC worth INR 6,00,000/- on your probation period . The detailed pay structure will be annexed in the offer letter which will be provided to you at the time of joining.
3. You will be on Probation period for six months. Based on your performance, your services will be confirmed with the company in official records.
4. Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company.
5. You are requested to provide the following documents at your joining day all of which are Mandatory:
a. Photocopies of your highest educational qualifications.
b. 3 Passport size photographs.(One Soft Copy).

c. Photocopy of Passport (indicating Passport number, validity, address and age).
d. Proof of age and address if different from those mentioned in Passport or not having Passport.
e. 3 Colour Photocopy of PAN Card & Aadhar Card is compulsory. (One Soft Copy each)
6. The formal joining letter, however, would be issued to you on your joining day.

We take this opportunity to extend a warm welcome to you and look forward to a mutually beneficial experience. In case above conditions are acceptable to you. After completion of your final exams, joining date will be released.

Please email your acceptance of this offer by EOD today. This will facilitate us in proceeding with the next formalities related to your joining.

Thanks & Regards

Vaishnavi Mairal | Human Resource
Fendahl | 4th floor, Techfinity Tower, IT park | Nagpur | India
Office | +91 712 2955 693
Mobile | 7420056066
vaishnavi.mairal@fendahl.com

TA8/2022/U/87

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-060

Date: 28-Jun-2022

Anmol Soni

Address: Makan N.12, Amar Chand Jhawar Gali N.2 Ramganj, Budhwara Ward Khandwa(450001) Madhya Pradesh

Dear Anmol,

Subject: Offer of Employment with India- GlobalLogic India Private Ltd.

Congratula:ions on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Trainee Software Engineer**, **Engineering** (**TE00**) at **India- GlobalLogic India Private Ltd.** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Pune** and work from **Pune**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **07-Jul-2022**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, & other details on the day of joining as per details mentioned in Annexure 2.

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be ter ninated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets and degree certificate within the training period of 6 months and will be confirmed as a regular employee upon successful completion of your training period and submission of your Degree documents to GlobalLogic. 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 our discretion.
8. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.
9. During this training period either party can terminate this Employment by giving a minimum 30 (thirty) days of notice to the other party.
10. The employment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct/performance issues or any activity which GlobalLogic finds against the interest of the organization.
11. You shall be following normal business hours as per the Company's Working Hour Guidelines available in our Intranet site. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours or business requirements/exigencies from time to time. While working on projects overseas and onshore projects working hours and notified holidays of the client location will apply.
12. This offer letter is subject to further condition that:
    a. Your employment is subject to your approval and signing of our Non-Disclosure Agreement (NDA) at the time of joining.
    b. This offer is valid up to **subject to your joining GlobalLogic on or before 07-Jul-2022**

Mailing Nyati Unitree, 1st Floor, West Wing, Suite nos. 3,4,5 Samrat Ashok Road, Yerwada, Pune 411006, Maharashtra, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.120.406.2000

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

c. By accepting this offer, you are expressing your consent to share the BGV report with third parties including but not limited to Clients of GlobalLogic with whom you can be deputed to work from time to time.

d. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

13. Your confidentiality obligations are as detailed below:

a. You must not use or disclose to any person any confidential or other potential business transactions, information relating to Company and its Clients business (including, without limitation, computer programs, manuals, source code, object code, technical drawings and algorithms, supplier or potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge during the course of your employment. The aforementioned information shall collectively be referred to as "Confidential Information".

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

REF Code

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at respective location. You are requested to report to our office situated at (GlobalLogic India, **Nyati Unitree, 1st Floor, West Wing, Suite nos. 3,4,5 Samrat Ashok Road, Yerwada, Pune 411006, Maharashtra, India**) at 9:30 am.

For **India- GlobalLogic India Private Ltd.**

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **07-Jul-2022**.

Date: 29/06/2022

Signature:

Anmol Soni

Mailing Nyati Unitree, 1st Floor, West Wing, Suite nos. 3,4,5 Samrat Ashok Road, Yerwada, Pune 411006, Maharashtra, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.120.406.2000

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109836
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GlobalLogic®
A Hitachi Group Company

GL08-FM-PD-060

Annexure - 1

Salary Structure	
Name: Anmol Soni	Designation: Trainee Software Engineer
Grade/ Band: TE00/ Band X	WEF: 07-Jul-2022
Location: Pune	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	21,875
House Rent Allowance	10,937
Mobile Reimbursement*	0
Broadband/Internet Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus (As per Payment of Bonus (Amendment) Act, 2015	0
Special Allowance	9,138
Total Monthly (A)	**41,950**
Total Monthly Annualised (B)	**5,03,400**
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	21,600
National Pension Scheme~	0
Total Annualised (C)	21,600
Total Fixed Annual Gross Salary (B + C)	5,25,000
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	12,620
Mediclaim Insurance of Rs. 3 Lacs	17,365
Total of Section B	29,985
Total CTC (Section A + B)	**5,54,985**

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance - Two Times of CTC with Capping of Minimum Sum assured of 10 Lakhs and Maximum upto 1.20 Cr. more details will be shared at the time of joining*
2. *Group Personal Accident Insurance worth Rs. 5 Lacs*

** On declaration and subject to bills.*
*** Against Declaration & meal coupons issued upon completion of the month.*
 # Against bills
~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

For **India- GlobalLogic India Private Ltd.**

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

Mailing Nyati Unitree, 1st Floor, West Wing, Suite nos. 3,4,5 Samrat Ashok Road, Yerwada, Pune 411006, Maharashtra, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.120.406.2000

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

TAP/R/2022/64

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-060

Date: 28-Jun-2022

Sudhanshu Ramesh Sathawane

Address: Plot No.36 Kisanlal Nagar Khat Road Bhandara

Dear Sudhanshu,

Subject: Offer of Employment with India- GlobalLogic India Private Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Trainee Software Engineer**, **Engineering (TE00)** at **India- GlobalLogic India Private Ltd.** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Nagpur** and work from **Nagpur**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **07-Jul-2022**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, & other details on the day of joining as per details mentioned in Annexure 2.

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets and degree certificate within the training period of 6 months and will be confirmed as a regular employee upon successful completion of your training period and submission of your Degree documents to GlobalLogic. 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 our discretion.
8. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.
9. During this training period either party can terminate this Employment by giving a minimum 30 (thirty) days of notice to the other party.
10. The employment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct/performance issues or any activity which GlobalLogic finds against the interest of the organization.
11. You shall be following normal business hours as per the Company's Working Hour Guidelines available in our Intranet site. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours or business requirements/exigencies from time to time. While working on projects overseas and onshore projects working hours and notified holidays of the client location will apply.
12. This offer letter is subject to further condition that:
    a. Your employment is subject to your approval and signing of our Non-Disclosure Agreement (NDA) at the time of joining.
    b. This offer is valid up to **subject to your joining GlobalLogic on or before 07-Jul-2022**

Mailing 2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khapri Railway, Nagpur 441108, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.07104.669600

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

c. By accepting this offer, you are expressing your consent to share the BGV report with third parties including but not limited to Clients of GlobalLogic with whom you can be deputed to work from time to time.

d. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

13. Your confidentiality obligations are as detailed below:

a. You must not use or disclose to any person any confidential or other potential business transactions, information relating to Company and its Clients business (including, without limitation, computer programs, manuals, source code, object code, technical drawings and algorithms, supplier or potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge during the course of your employment. The aforementioned information shall collectively be referred to as "Confidential Information".

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

REF Code

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at respective location. You are requested to report to our office situated at (GlobalLogic India, **2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khapri Railway, Nagpur 441108, India**) at 9:30 am.

For **India- GlobalLogic India Private Ltd.**

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **07-Jul-2022**.

Date:

Signature: _____

Mailing 2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khapri Railway, Nagpur 441108, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Masjid Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.07104.669600

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-060

Annexure - 1

Salary Structure	
Name: Sudhanshu Ramesh Sathawane	Designation: Trainee Software Engineer
Grade/ Band: TE00/ Band X	WEF: 07-Jul-2022
Location: Nagpur	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	21,875
House Rent Allowance	10,937
Mobile Reimbursement*	0
Broadband/Internet Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus (As per Payment of Bonus (Amendment) Act, 2015	0
Special Allowance	9,138
Total Monthly (A)	**41,950**
Total Monthly Annualised (B)	**5,03,400**
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	21,600
National Pension Scheme~	0
Total Annualised (C)	21,600
Total Fixed Annual Gross Salary (B + C)	5,25,000
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	12,620
Mediclaim Insurance of Rs. 3 Lacs	17,365
Total of Section B	29,985
Total CTC (Section A + B)	**5,54,985**

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance - Two Times of CTC with Capping of Minimum Sum assured of 10 Lakhs and Maximum upto 1.20 Cr. more details will be shared at the time of joining*
2. *Group Personal Accident Insurance worth Rs. 5 Lacs*

** On declaration and subject to bills.*
*** Against Declaration & meal coupons issued upon completion of the month.*
 # Against bills
~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

For **India- GlobalLogic India Private Ltd.**

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

Mailing 2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khapri Railway, Nagpur 441108, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.07104.669600

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109038
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-060

Annexure - 3

Name: Sudhanshu Ramesh Sathawane

Address: Plot No.36 Kisanlal Nagar Khat Road Bhandara **Date- 28-Jun-2022**

Ref : Offer Letter dated 28-Jun-2022

You have been offered a position of a **Trainee Software Engineer, TE00** vide an Offer Letter dated **28-Jun-2022** and your date of joining with GlobalLogic India Pvt. Limited ("GlobalLogic/ Company") was stated to be **07-Jul-2022**.

Due to extra ordinary situation prevailing in the Country because of the pandemic of Covid-19, we will be facilitating your joining remotely with the Company. However please note that this joining will be subject to following conditions and to your reporting and physical document verification at the GlobalLogic Office as and when specified and communicated to you by the Company at a later date.

The following are the conditions for your remote joining:

1. As you would be joining the Company remotely we would be implementing the standard joining protocols once you physically report to the Company office. For this remote joining, you have to submit copies of all the requisite documents by email or any other medium as specified. Originals of the same shall be verified later.
2. Your remote joining to the company is subject to all applicable laws including but not exclusive of The Employees' Provident Funds Scheme, 1952 and any other labour laws, regulations or guidelines and directions.
3. Where there is a dispute by any Authority with regard to your date of joining the Company, the Authority shall have the final right to determine such date of joining.
4. You will be issued an Appointment Letter after you physically report and complete the standard joining formalities of the Company. The terms and conditions set out in the Appointment Letter shall override this joining letter.
5. You may be issued Company asset (for example: Laptop, Dongle, USB Drive or any other such device or effect), you shall take care of the same as if it was your own. You shall be held liable for any damage or loss of the Company Asset/ property and the same may be deducted from your payables from the Company.
6. You will be expected to conform with all joining formalities and standard protocols once you physically report to the Company. However all applicable policies and processes shall become effective on you once you complete this remote joining processes. You may connect with your team, manager or your HR contact to get more details about such polices and processes.
7. You will adhere to all applicable IT Security Guidelines as set out by the Company. If you need any assistance in this regard you may contact the following **it-helpdesk@globallogic.com**.
8. You will also be subject to the standard Non-Disclosure Agreement (NDA) and confidentiality obligations of the Company. A link for this NDA shall be shared with you. Your remote joining will be conditional to the acceptance of this NDA.

Looking forward to a mutually beneficial association with you.

Cordially,

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

Mailing 2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khapri Railway, Nagpur 441108, India

Registered 207 Gyoda Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.07104.669600

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as Globallogic India Limited)

TAP/2022/S/55

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: HCL || Final Confirmation

1 message

ashutosh ingle <ashutoshingle99@gmail.com>
To: "tpossgmce@gmail.com" <tpossgmce@gmail.com>
Mon, Jun 27, 2022 at 3:35 PM

---------- Forwarded message ---------
From: **Madhumita Murali** <madhumita.m@hcl.com>
Date: Fri, Jun 24, 2022, 11:29 AM
Subject: HCL || Final Confirmation
To: ashutoshingle99@gmail.com <ashutoshingle99@gmail.com>

Hello Ashutosh Vijaysing Ingle,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

Please Note:

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in CSE/IT/Circuit Branch only.

-Madhumita Murali

HCL logo endplate Description automatically generated

TAP/U/2022/95

Provisional Offer Letter – HDFC Bank
"API Developer Program"

30/01/2023

Name: Omkar Kulkarni
Contact No: 9405527133
E-mail ID: omkar6425@gmail.com
Address: M-6/G-10, Value Steel Colony, Bhugaon Link Road Wardha ,442001

Dear Omkar Kulkarni,

Further to the selection process you have undergone with HDFC Bank, we are pleased to make a conditional offer to you as part of the HDFC Bank's **API Developer Program** in association with MAGE. This is only a provisional offer letter, and any offer for employment is subject to fulfillment of any and all conditions laid out below, failing which this provisional offer stands withdrawn.

1) **Program Details:**

This program involves a **11 weeks + 2 weeks** of CAPSTONE training conducted virtually via Instructor Led Sessions The training imparts knowledge and hands-on in project execution and domain skills involved in day to-day banking operations. As part of the pedagogy, the program involves training in areas like Agile methodologies ,SDLC, Cloud concepts, microservices ,API design and security etc.

Program Fees:

The Institute will charge a program fee of INR 2.5 Lakh exclusive of taxes for this training program and the terms thereof shall be between you and the Institute as per the terms of code of conduct entered with the Institute. On receipt of this provisional offer letter, you are required to make the payment of aforesaid program fee to the Institute as per the payment schedule outlined by the institute.

Program	Program Fees	Payment Schedule
API Talent Search Program	Rs. 5000/- (Rupees Five thousand) + applicable Indirect Taxes Rs. 2,45,000/- (Rupees Two Lakh Forty-Five Thousand only + applicable Indirect Taxes.	Registration amount within 48 hours of POL released by HDFC Bank Within 30 days of commencement of respective Batch of Training Program.

This program fee amount includes and is limited to virtual immersive training, Agile methodologies ,SDLC, Cloud concepts, microservices ,API design and security and mentor sessions for 13 weeks of learning period.

HDFC Bank shall not be paying for/reimbursing the travel cost of candidates from your residence to the Institute at the time of program commencement or any other expenditure incurred by the candidate during his/her training period.

Please note that this program fee is paid towards the **HDFCBANK API Developer program** to MAGE, and not to HDFC Bank. The candidate may choose to pay this fee directly to the Institute, or apply for an education loan. Also note that the program fee cannot be refunded to the candidate, under any circumstance, once made to the Institute.

Evaluation:

Successful completion of the API Developer Program entails the following:

(i) Minimum 50% attendance of the program.
(ii) Clear any and all assessments / assignments set out by the instructors from time to time.
(iii) Completion of the capstone project and positive evaluation by the mentor allocated.
(iv) Display appropriate conduct as per MAGE & HDFC Bank standards at all times through the Program.

2) **Program completion:**

On successful completion of all the evaluation parameters, and any other requirements laid out by MAGE / HDFC Bank of the program for the issuance of the "Certificate on School Of Fintech ", candidate will be given a final Appointment Letter, detailing their employment with HDFC Bank. Bank will reserve the right to place the candidates anywhere in the country. Successful completion of the School Of Fintech Program entails the following:

<< **Vertical:**
Band: Band E2 (Deputy Manager)
Job Role: API Analyst
Fixed Compensation: Rs. 8,00,000/- per annum
Location: Mumbai

The location of your posting is entirely at the HDFC Bank's discretion. The above details of employment are only indicative in nature. Employment opportunities and assigned locations are transferable and will be at the discretion of the bank depending on the requirements.

3) The Code of Conduct (the Institute & HDFC Bank) and Rules of the Program will be binding upon the candidates both on and off the training campus at MAGE.

4) Upon successful completion of the certification and assessments, you will be eligible for employment with HDFC Bank. Any additional expenses required to be incurred in appearing for repeat attempts (should there be any), will have to be borne by the candidate and paid to MAGE. Any eligibility to appear for repeat attempt will be at the discretion of the Institute and/or HDFC Bank and candidates shall not have any automatic rights for the same.

5) HDFC Bank can withdraw and terminate this provisional offer letter, in the event it deems fit without being liable to provide any reasons thereof. Upon such termination from the training program, HDFC Bank shall not be liable to make any payments or extend any job offer or employment to the candidates, as the conditional employment with HDFC Bank stands withdrawn automatically.

6) Notwithstanding anything contained here, in case you are unable to complete the course for any reason during the aforesaid period, you will be liable to make payments towards the program fees and any other academic charges for the entire training program / course to the Institute. HDFC Bank will not be liable for any payments or claims in this regard.

7) During the training period and thereafter you will not pass on to any one in writing or by word of mouth or otherwise, particulars of course and training learning material, or details of work, process, technical know-how, research carried out, security arrangement, administrative and/or organizational matters of confidential or secret nature which you may come across during your training period or become known to you by virtue or your undergoing training at the Institute or in the Bank or otherwise.

8) You are bound by and agree to strictly abide by the Code of Conduct prescribed by the Institute, which you will execute at the time of commencement of the training program at MAGE. Any and all disputes during the learning period shall be governed by the Code of Conduct / Student Handbook of the Institute.

9) HDFC Bank reserves the right to conduct any and all pre-joining recruitment checks, as per its process, prior to issuance of final Appointment Letter (including but not limited to candidate CIBIL check). Employment Opportunity with HDFC Bank is subject to a clear documentation check, with verified educational docs, KYC, employment records (if any)

Provisional Offer Acceptance

In case the above terms and conditions are acceptable to you, you are required to confirm your acceptance via e-mail within 2 days from the date of issue of this letter. While reporting at the Institute, for Training program please carry a duplicate copy of this letter duly signed, along with 2 Passport size photographs, and 2 copies each of your certificates along with the originals. The original certificates and testimonials will be returned to you after verification by the Institute and Bank officials.

Yours faithfully,

Nirupama Kaushik,
Program Head – **HDFC Bank API Developer Program.**

ACCEPTED & AGREED
(Please scan and submit a signed copy of this provisional offer letter)

Signature

Name
Date

TAP/M/2022/37

Provisional Offer Letter – HDFC Bank
"API Developer Program"

31/01/2023

Name: Sahil Chandrakant Gawande
Contact No: 9175598926
E-mail ID: sahilgawande2000@gmail.com
Address: Ward no 1, kedar lay -out, near Hanuman mandir ,Deoli dist Wardha , Maharashtra –442101

Dear Sahil Chandrakant Gawande,

Further to the selection process you have undergone with HDFC Bank, we are pleased to make a conditional offer to you as part of the HDFC Bank's **API Developer Program** in association with MAGE. This is only a provisional offer letter, and any offer for employment is subject to fulfillment of any and all conditions laid out below, failing which this provisional offer stands withdrawn.

1) **Program Details:**

This program involves a **11 weeks + 2 weeks** of CAPSTONE training conducted virtually via Instructor Led Sessions The training imparts knowledge and hands-on in project execution and domain skills involved in day to-day banking operations. As part of the pedagogy, the program involves training in areas like Agile methodologies ,SDLC, Cloud concepts, microservices, API design and security etc.

Program Fees:
The Institute will charge a program fee of INR 2.5 Lakh exclusive of taxes for this training program and the terms thereof shall be between you and the Institute as per the terms of code of conduct entered with the Institute. On receipt of this provisional offer letter, you are required to make the payment of aforesaid program fee to the Institute as per the payment schedule outlined by the institute.

Program	Program Fees	Payment Schedule
API Talent Search Program	Rs. 5000/- (Rupees Five thousand) + applicable Indirect Taxes Rs. 2,45,000/- (Rupees Two Lakh Forty-Five Thousand only + applicable Indirect Taxes.	Registration amount within 48 hours of POL released by HDFC Bank Within 30 days of commencement of respective Batch of Training Program.

This program fee amount includes and is limited to virtual immersive training, Agile methodologies, SDLC, Cloud concepts, microservices, API design and security and mentor sessions for 13 weeks of learning period.

HDFC Bank shall not be paying for/reimbursing the travel cost of candidates from your residence to the Institute at the time of program commencement or any other expenditure incurred by the candidate during his/her training period.

Please note that this program fee is paid towards the **HDFCBANK API Developer program** to MAGE, and not to HDFC Bank. The candidate may choose to pay this fee directly to the Institute, or apply for an education loan. Also note that the program fee cannot be refunded to the candidate, under any circumstance, once made to the Institute.

Evaluation:

Successful completion of the API Developer Program entails the following:

(i) Minimum 50% attendance of the program.
(ii) Clear any and all assessments / assignments set out by the instructors from time to time.
(iii) Completion of the capstone project and positive evaluation by the mentor allocated.
(iv) Display appropriate conduct as per MAGE & HDFC Bank standards at all times through the Program.

2) **Program completion:**

On successful completion of all the evaluation parameters, and any other requirements laid out by MAGE / HDFC Bank of the program for the issuance of the "Certificate on School of Fintech", candidate will be given a final Appointment Letter, detailing their employment with HDFC Bank. Bank will reserve the right to place the candidates anywhere in the country. Successful completion of the School of Fintech Program entails the following:

<< **Vertical:**
Band: Band E2 (Deputy Manager)
Job Role: API Analyst
Fixed Compensation: Rs. 8,00,000/- per annum
Location: Mumbai

The location of your posting is entirely at the HDFC Bank's discretion. The above details of employment are only indicative in nature. Employment opportunities and assigned locations are transferable and will be at the discretion of the bank depending on the requirements.

3) The Code of Conduct (the Institute & HDFC Bank) and Rules of the Program will be binding upon the candidates both on and off the training campus at MAGE.

4) Upon successful completion of the certification and assessments, you will be eligible for employment with HDFC Bank. Any additional expenses required to be incurred in appearing for repeat attempts (should there be any), will have to be borne by the candidate and paid to MAGE. Any eligibility to appear for repeat attempt will be at the discretion of the Institute and/or HDFC Bank and candidates shall not have any automatic rights for the same.

5) HDFC Bank can withdraw and terminate this provisional offer letter, in the event it deems fit without being liable to provide any reasons thereof. Upon such termination from the training program, HDFC Bank shall not be liable to make any payments or extend any job offer or employment to the candidates, as the conditional employment with HDFC Bank stands withdrawn automatically.

6) Notwithstanding anything contained here, in case you are unable to complete the course for any reason during the aforesaid period, you will be liable to make payments towards the program fees and any other academic charges for the entire training program / course to the Institute. HDFC Bank will not be liable for any payments or claims in this regard.

7) During the training period and thereafter you will not pass on to any one in writing or by word of mouth or otherwise, particulars of course and training learning material, or details of work, process, technical know-how, research carried out, security arrangement, administrative and/or organizational matters of confidential or secret nature which you may come across during your training period or become known to you by virtue or your undergoing training at the Institute or in the Bank or otherwise.

8) You are bound by and agree to strictly abide by the Code of Conduct prescribed by the Institute, which you will execute at the time of commencement of the training program at MAGE. Any and all disputes during the learning period shall be governed by the Code of Conduct / Student Handbook of the Institute.

9) HDFC Bank reserves the right to conduct any and all pre-joining recruitment checks, as per its process, prior to issuance of final Appointment Letter (including but not limited to candidate CIBIL check). Employment Opportunity with HDFC Bank is subject to a clear documentation check, with verified educational docs, KYC, employment records (if any)

Provisional Offer Acceptance

In case the above terms and conditions are acceptable to you, you are required to confirm your acceptance via e-mail within 2 days from the date of issue of this letter. While reporting at the Institute, for Training program please carry a duplicate copy of this letter duly signed, along with 2 Passport size

photographs, and 2 copies each of your certificates along with the originals. The original certificates and testimonials will be returned to you after verification by the Institute and Bank officials.

Yours faithfully,
Nirupama Kaushik,
Program Head – **HDFC Bank API Developer Program.**

ACCEPTED & AGREED
(Please scan and submit a signed copy of this provisional offer letter)

Signature

Name
Date

TAP/U/2022/81

HDFC Life

Date: 14-April-22

To,
Anurag Deshmukh
Risod, Maharashtra

Provisional Offer Letter – "Manipal Global Skills Academy- Fullstack coding Program"

Dear Anurag,

This is further to your application and the selection process thereafter, we are glad to inform you that you have been selected for the "**Manipal Global Skills Academy- Fullstack coding Program**" (hereinafter referred to as "Program"). This Program will be conducted in association with Manipal Global Skills Academy (hereinafter referred to as "Manipal") for the "Certificate in Fullstack Training".
Your appointment at HDFC Life Insurance Company Limited (hereinafter referred to as "HDFC Life") will be subject to successful completion and clearing of all phases of the Program, within the Program timelines.
The contours and other terms & conditions of the Program will include the following:

1. **Program details:**
   a. The Program will consist of three phases:
      i. 2 months of Training
      ii. 1 month of internship at any branch allocated by HDFC Life.
   b. It is mandatory to clear all prescribed assessments and complete all assigned training modules before progressing to the next phase of the Program.
2. **Course fee:**
   Course Fee of Rs. 150,000 exclusive of applicable taxes (Rupees One Lakh Fifty Thousand only). The course fee is inclusive of a non-refundable registration fee of Rs. 5,000. The same needs to be paid to Manipal within 3 days from receipt of this letter.
   Details of the payment policy are provided in **Annexure A**. Details of collection of Course Fees shall be as per the terms and conditions provided under Annexure A and is sole responsibility of Manipal. HDFC Life neither collects any fee (even on behalf of Manipal) nor shall be liable for any refund of the Course Fees.

3. **Documentation for enrolment:**
   You will be required to submit copies of self-attested, valid documents and self declarations as mentioned in **Annexure B**. You may also be asked to provide the originals at any point in time, if required.

4. **Course commencement:**
   You will be enrolled into the Program subject to payment of the applicable Course Fee to Manipal and completion of all the documentation requirements as mentioned in Clause 2 and 3 above respectively.
   It will be mandatory for you to join the immediate batch scheduled to start after the date of payment of the Course Fee.
   Postponement of batch enrolment will not be permitted except in case of critical health issues or for a valid reason approved by Manipal on the basis of satisfactory evidence. In such cases, the date of joining can be anytime within 6 months from the date of registration. If you join after 6 months of payment of the registration fees, you need to pay the non-refundable registration fees again.

5. **Code of Conduct:**
   As a part of the Program, you will be bound by HDFC Life's Code of Conduct and Rules of the Program. These will be applicable to you during the Virtual Learning Centre training, Internship as well as employment at HDFC Life. A copy of the Code of Conduct of HDFC Life is attached below as **Annexure C**. You are required to sign and acknowledge the acceptance of the same.

We believe that you have not made any misrepresentation, false declaration or wilfully suppressed any material information. Accordingly, your admission to the Program is made relying upon information furnished and representations made by you. However, the admission is subject to reference and background check to be conducted by HDFC Life at its discretion at any point of time during the tenure of the Program

or anytime during employment with HDFC Life. If for any reason it is found that the reference or background check is negative or detrimental to the interest of HDFC Life as determined by HDFC Life, in its sole discretion, HDFC Life is entitled to dismiss / terminate you at anytime during the Program or employment with immediate effect without notice or any compensation in lieu of notice. By signing this Offer Letter, you agree and acknowledge that HDFC Life shall neither be bound to disclose the findings of the background check with you, nor is obligated to share any other incidental details about the same.

HDFC Life has not charged or accepted any fees and neither authorised any person to charge any fees or accept any amount from you for selection or for interview. You are required to sign and acknowledge the undertaking provided under **Annexure D** in this regard.

In addition to the above, you undertake and acknowledge that:

a. You were not involved and shall not be involved in any criminal activity either before or after the commencement of the Program.
b. During the Programme tenure or in the event of your selection you shall remain bound by the Code of Conduct of HDFC Life as amended from time to time and any applicable regulations or guidelines of Insurance Regulatory and Development Authority of India (IRDAI) or any other authority having the force of law.

6. Validity of provisional offer:

In case you are unable to complete the course / unable to pass all the examinations / unable to get the required credits as stipulated within the 2 months from the date of commencement of the program, this offer of subsequent appointment with the Company shall stand cancelled/withdrawn without any intimation.

7. Conflict of Interest:

During the Program, you shall engage yourself exclusively in the work assigned by HDFC Life and shall not take up any independent or individual assignment whether on part time or full time basis or in an advisory capacity either directly or indirectly.

8. Confidentiality:

You will always maintain utmost confidentiality and shall not divulge to any person or organisation whatsoever any records, documents, strategy, formulae, processes or any information or communication whether written, verbal or visual concerning the business or affairs of HDFC Life.

9. Course completion and subsequent placement:

Successful completion of the "Certificate in Fullstack Training" under the said Program will depend upon:

a. Positive verification of the credentials submitted by you;
b. Clearing required assessments and/or performance parameters at each stage of the Program;
c. Attendance of at least 90% during the entire Program tenure; and
d. Adherence to HDFC Life's Code of Conduct.

On successful completion of the Program, you will be employed by HDFC Life at J3 Band. Details of the assigned job location and department will be communicated to you at the time of appointment. Please refer to **Annexure F** for more details on the job descriptions.

Your CTC on appointment with HDFC Life will be:

- Rs. 550,000 per annum as Fixed Compensation (Rupees Five Lakhs Fifty Thousand only), inclusive of all retirals.
- Rs. 100,000 per annum as Variable Pay for Performance
- Rs. 30,000 per month as internship stipend.

A detailed break-up of the compensation is mentioned in **Annexure E**. All payments would be subject to prevailing tax laws and statutory deductions.

Please note that this is a provisional offer letter and hence does not guarantee any employment with HDFC Life. The final offer-cum-appointment letter will be given to you only after successful completion of the Program and satisfaction of all the terms and conditions as provided under this Provisional Offer Letter. .
We look forward to your successful completion of the Program and a fruitful career with us.

For and On behalf of HDFC Life Insurance Co. Ltd.,

Sushil Chander

Vice President – Human Resources

Annexure A:
Payment of Fees

Term	*Fee Components*	*Fee*	*GST*	*Total*	*Payment Schedule*
1	Registration fee	5000		5000	Payment to be made within 3 days once the candidate receives offer letter from HDFC Life Insurance
2	Remaining Program Fee	1,72,000	Inclusive of GST	1,72,000	In Advance, on or before the commencement of 2months training program
	Total Fee	***1,77,000***		***1,77,000***	

*Fees are non-refundable and total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%. Candidates can either self-fund the fees or avail loan facility

Any change in the learning journey will be communicated to you in writing or through an email on the email address provided by you.

HDFC Life

Annexure E
Compensation Structure

Please find below the stipend break-up which will be applicable to participants of the Program during the internship phase of the Program.

Total Stipend
Rs. 30,000/- per month

Please find below the detailed compensation break-up which will be applicable to participants of the Program who successfully complete the Program and are able to join us under J3 Band.

Particulars	Annual	Monthly
Basic	165000	13750
House Rent Allowance	99000	8250
Other Allowance	224025	18668
Bonus	24000	2000
Monthly Gross	**512025**	**42668**
Provident Fund	21600	
Gratuity	7975	
Group Insurance Benefit	8400	
Fixed CTC	**5,50,000**	
Variable Pay for Performance	**100,000**	
TCTC	**650,000**	

- *All payments are subject to prevailing tax laws and statutory deductions.*
- *Mediclaim and GTI would also be applicable*
- *Target VPP payout will be subject to the Company and the employee achieving their respective performance levels threshold.*

TAP/U/2022/76

HDFC Life

Date: 14-April-22

To,
Milind Sultane
Sheagon, Maharashtra

Provisional Offer Letter – "Manipal Global Skills Academy- Fullstack coding Program"

Dear Milind,

This is further to your application and the selection process thereafter, we are glad to inform you that you have been selected for the "**Manipal Global Skills Academy- Fullstack coding Program**" (hereinafter referred to as "Program"). This Program will be conducted in association with Manipal Global Skills Academy (hereinafter referred to as "Manipal") for the "Certificate in Fullstack Training".
Your appointment at HDFC Life Insurance Company Limited (hereinafter referred to as "HDFC Life") will be subject to successful completion and clearing of all phases of the Program, within the Program timelines.
The contours and other terms & conditions of the Program will include the following:

1. **Program details:**
   a. The Program will consist of three phases:
      i. 2 months of Training
      ii. 1 month of internship at any branch allocated by HDFC Life.
   b. It is mandatory to clear all prescribed assessments and complete all assigned training modules before progressing to the next phase of the Program.
2. **Course fee:**
   Course Fee of Rs. 150.000 exclusive of applicable taxes (Rupees One Lakh Fifty Thousand only). The course fee is inclusive of a non-refundable registration fee of Rs. 5,000. The same needs to be paid to Manipal within 3 days from receipt of this letter.
   Details of the payment policy are provided in **Annexure A**. Details of collection of Course Fees shall be as per the terms and conditions provided under Annexure A and is sole responsibility of Manipal. HDFC Life neither collects any fee (even on behalf of Manipal) nor shall be liable for any refund of the Course Fees.

3. **Documentation for enrolment:**
   You will be required to submit copies of self-attested, valid documents and self declarations as mentioned in **Annexure B**. You may also be asked to provide the originals at any point in time, if required.

4. **Course commencement:**
   You will be enrolled into the Program subject to payment of the applicable Course Fee to Manipal and completion of all the documentation requirements as mentioned in Clause 2 and 3 above respectively.
   It will be mandatory for you to join the immediate batch scheduled to start after the date of payment of the Course Fee.
   Postponement of batch enrolment will not be permitted except in case of critical health issues or for a valid reason approved by Manipal on the basis of satisfactory evidence. In such cases, the date of joining can be anytime within 6 months from the date of registration. If you join after 6 months of payment of the registration fees, you need to pay the non-refundable registration fees again.

5. **Code of Conduct:**
   As a part of the Program, you will be bound by HDFC Life's Code of Conduct and Rules of the Program. These will be applicable to you during the Virtual Learning Centre training, Internship as well as employment at HDFC Life. A copy of the Code of Conduct of HDFC Life is attached below as **Annexure C**. You are required to sign and acknowledge the acceptance of the same.

We believe that you have not made any misrepresentation, false declaration or wilfully suppressed any material information. Accordingly, your admission to the Program is made relying upon information furnished and representations made by you. However, the admission is subject to reference and background check to be conducted by HDFC Life at its discretion at any point of time during the tenure of the Program

or anytime during employment with HDFC Life. If for any reason it is found that the reference or background check is negative or detrimental to the interest of HDFC Life as determined by HDFC Life, in its sole discretion, HDFC Life is entitled to dismiss / terminate you at anytime during the Program or employment with immediate effect without notice or any compensation in lieu of notice. By signing this Offer Letter, you agree and acknowledge that HDFC Life shall neither be bound to disclose the findings of the background check with you, nor is obligated to share any other incidental details about the same.

HDFC Life has not charged or accepted any fees and neither authorised any person to charge any fees or accept any amount from you for selection or for interview. You are required to sign and acknowledge the undertaking provided under **Annexure D** in this regard.

In addition to the above, you undertake and acknowledge that:

a. You were not involved and shall not be involved in any criminal activity either before or after the commencement of the Program.
b. During the Programme tenure or in the event of your selection you shall remain bound by the Code of Conduct of HDFC Life as amended from time to time and any applicable regulations or guidelines of Insurance Regulatory and Development Authority of India (IRDAI) or any other authority having the force of law.

6. Validity of provisional offer:

In case you are unable to complete the course / unable to pass all the examinations / unable to get the required credits as stipulated within the 2 months from the date of commencement of the program, this offer of subsequent appointment with the Company shall stand cancelled/withdrawn without any intimation.

7. Conflict of Interest:

During the Program, you shall engage yourself exclusively in the work assigned by HDFC Life and shall not take up any independent or individual assignment whether on part time or full time basis or in an advisory capacity either directly or indirectly.

8. Confidentiality:

You will always maintain utmost confidentiality and shall not divulge to any person or organisation whatsoever any records, documents, strategy, formulae, processes or any information or communication whether written, verbal or visual concerning the business or affairs of HDFC Life.

9. Course completion and subsequent placement:

Successful completion of the "Certificate in Fullstack Training" under the said Program will depend upon:

a. Positive verification of the credentials submitted by you;
b. Clearing required assessments and/or performance parameters at each stage of the Program;
c. Attendance of at least 90% during the entire Program tenure; and
d. Adherence to HDFC Life's Code of Conduct.

On successful completion of the Program, you will be employed by HDFC Life at J3 Band. Details of the assigned job location and department will be communicated to you at the time of appointment. Please refer to **Annexure F** for more details on the job descriptions.

Your CTC on appointment with HDFC Life will be:

- Rs. 550,000 per annum as Fixed Compensation (Rupees Five Lakhs Fifty Thousand only), inclusive of all retirals.
- Rs. 100,000 per annum as Variable Pay for Performance
- Rs. 30,000 per month as internship stipend.

A detailed break-up of the compensation is mentioned in **Annexure E**. All payments would be subject to prevailing tax laws and statutory deductions.

Annexure A:
Payment of Fees

Term	*Fee Components*	*Fee*	*GST*	*Total*	*Payment Schedule*
1	Registration fee	5000		5000	Payment to be made within 3 days once the candidate receives offer letter from HDFC Life Insurance
2	*Remaining Program Fee*	*1,72,000*	*Inclusive of GST*	*1,72,000*	In Advance, on or before the commencement of 2months *training program*
	Total Fee	***1,77,000***		***1,77,000***	

*Fees are non-refundable and total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%. Candidates can either self-fund the fees or avail loan facility

Any change in the learning journey will be communicated to you in writing or through an email on the email address provided by you.

Please note that this is a provisional offer letter and hence does not guarantee any employment with HDFC Life. The final offer-cum-appointment letter will be given to you only after successful completion of the Program and satisfaction of all the terms and conditions as provided under this Provisional Offer Letter. .
We look forward to your successful completion of the Program and a fruitful career with us.

For and On behalf of HDFC Life Insurance Co. Ltd.,



Sushil Chander

Vice President – Human Resources

TAP/U/2022/77

HDFC Life

Date: 14-April-22

To,
MO Rahil
Akola, Maharashtra

Provisional Offer Letter – "Manipal Global Skills Academy- Fullstack coding Program"

Dear MO Rahil,

This is further to your application and the selection process thereafter, we are glad to inform you that you have been selected for the "**Manipal Global Skills Academy- Fullstack coding Program**" (hereinafter referred to as "Program"). This Program will be conducted in association with Manipal Global Skills Academy (hereinafter referred to as "Manipal") for the "Certificate in Fullstack Training".
Your appointment at HDFC Life Insurance Company Limited (hereinafter referred to as "HDFC Life") will be subject to successful completion and clearing of all phases of the Program, within the Program timelines.
The contours and other terms & conditions of the Program will include the following:

1. **Program details:**
   a. The Program will consist of three phases:
      i. 2 months of Training
      ii. 1 month of internship at any branch allocated by HDFC Life.
   b. It is mandatory to clear all prescribed assessments and complete all assigned training modules before progressing to the next phase of the Program.
2. **Course fee:**
   Course Fee of Rs. 150,000 exclusive of applicable taxes (Rupees One Lakh Fifty Thousand only). The course fee is inclusive of a non-refundable registration fee of Rs. 5,000. The same needs to be paid to Manipal within 3 days from receipt of this letter.
   Details of the payment policy are provided in **Annexure A**. Details of collection of Course Fees shall be as per the terms and conditions provided under Annexure A and is sole responsibility of Manipal. HDFC Life neither collects any fee (even on behalf of Manipal) nor shall be liable for any refund of the Course Fees.

3. **Documentation for enrolment:**
   You will be required to submit copies of self-attested, valid documents and self declarations as mentioned in **Annexure B**. You may also be asked to provide the originals at any point in time, if required.

4. **Course commencement:**
   You will be enrolled into the Program subject to payment of the applicable Course Fee to Manipal and completion of all the documentation requirements as mentioned in Clause 2 and 3 above respectively.
   It will be mandatory for you to join the immediate batch scheduled to start after the date of payment of the Course Fee.
   Postponement of batch enrolment will not be permitted except in case of critical health issues or for a valid reason approved by Manipal on the basis of satisfactory evidence. In such cases, the date of joining can be anytime within 6 months from the date of registration. If you join after 6 months of payment of the registration fees, you need to pay the non-refundable registration fees again.

5. **Code of Conduct:**
   As a part of the Program, you will be bound by HDFC Life's Code of Conduct and Rules of the Program. These will be applicable to you during the Virtual Learning Centre training, Internship as well as employment at HDFC Life. A copy of the Code of Conduct of HDFC Life is attached below as **Annexure C**. You are required to sign and acknowledge the acceptance of the same.

We believe that you have not made any misrepresentation, false declaration or wilfully suppressed any material information. Accordingly, your admission to the Program is made relying upon information furnished and representations made by you. However, the admission is subject to reference and background check to be conducted by HDFC Life at its discretion at any point of time during the tenure of the Program

or anytime during employment with HDFC Life. If for any reason it is found that the reference or background check is negative or detrimental to the interest of HDFC Life as determined by HDFC Life, in its sole discretion, HDFC Life is entitled to dismiss / terminate you at anytime during the Program or employment with immediate effect without notice or any compensation in lieu of notice. By signing this Offer Letter, you agree and acknowledge that HDFC Life shall neither be bound to disclose the findings of the background check with you, nor is obligated to share any other incidental details about the same.

HDFC Life has not charged or accepted any fees and neither authorised any person to charge any fees or accept any amount from you for selection or for interview. You are required to sign and acknowledge the undertaking provided under **Annexure D** in this regard.

In addition to the above, you undertake and acknowledge that:

a. You were not involved and shall not be involved in any criminal activity either before or after the commencement of the Program.
b. During the Programme tenure or in the event of your selection you shall remain bound by the Code of Conduct of HDFC Life as amended from time to time and any applicable regulations or guidelines of Insurance Regulatory and Development Authority of India (IRDAI) or any other authority having the force of law.

6. Validity of provisional offer:

In case you are unable to complete the course / unable to pass all the examinations / unable to get the required credits as stipulated within the 2 months from the date of commencement of the program, this offer of subsequent appointment with the Company shall stand cancelled/withdrawn without any intimation.

7. Conflict of Interest:

During the Program, you shall engage yourself exclusively in the work assigned by HDFC Life and shall not take up any independent or individual assignment whether on part time or full time basis or in an advisory capacity either directly or indirectly.

8. Confidentiality:

You will always maintain utmost confidentiality and shall not divulge to any person or organisation whatsoever any records, documents, strategy, formulae, processes or any information or communication whether written, verbal or visual concerning the business or affairs of HDFC Life.

9. Course completion and subsequent placement:

Successful completion of the "Certificate in Fullstack Training" under the said Program will depend upon:

a. Positive verification of the credentials submitted by you;
b. Clearing required assessments and/or performance parameters at each stage of the Program;
c. Attendance of at least 90% during the entire Program tenure; and
d. Adherence to HDFC Life's Code of Conduct.

On successful completion of the Program, you will be employed by HDFC Life at J3 Band. Details of the assigned job location and department will be communicated to you at the time of appointment. Please refer to **Annexure F** for more details on the job descriptions.

Your CTC on appointment with HDFC Life will be:

- Rs. 550,000 per annum as Fixed Compensation (Rupees Five Lakhs Fifty Thousand only), inclusive of all reiurals.
- Rs. 100,000 per annum as Variable Pay for Performance
- Rs. 30,000 per month as internship stipend.

A detailed break-up of the compensation is mentioned in **Annexure E**. All payments would be subject to prevailing tax laws and statutory deductions.

Annexure A:
Payment of Fees

Term	*Fee Components*	*Fee*	*GST*	*Total*	*Payment Schedule*
1	Registration fee	5000		5000	Payment to be made within 3 days once the candidate receives offer letter from HDFC Life Insurance
2	Remaining Program Fee	1,72,000	Inclusive of GST	1,72,000	In Advance, on or before the commencement of 2months training program
	Total Fee	***1,77,000***		***1,77,000***	

*Fees are non-refundable and total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%. Candidates can either self-fund the fees or avail loan facility

Any change in the learning journey will be communicated to you in writing or through an email on the email address provided by you.

Please note that this is a provisional offer letter and hence does not guarantee any employment with HDFC Life. The final offer-cum-appointment letter will be given to you only after successful completion of the Program and satisfaction of all the terms and conditions as provided under this Provisional Offer Letter. .
We look forward to your successful completion of the Program and a fruitful career with us.

For and On behalf of HDFC Life Insurance Co. Ltd.,

Sushil

Sushil Chander

Vice President – Human Resources

Annexure E
Compensation Structure

Please find below the stipend break-up which will be applicable to participants of the Program during the internship phase of the Program.

Total Stipend
Rs. 30,000/- per month

Please find below the detailed compensation break-up which will be applicable to participants of the Program who successfully complete the Program and are able to join us under J3 Band.

Particulars	Annual	Monthly
Basic	165000	13750
House Rent Allowance	99000	8250
Other Allowance	224025	18668
Bonus	24000	2000
Monthly Gross	**512025**	**42668**
Provident Fund	21600	
Gratuity	7975	
Group Insurance Benefit	8400	
Fixed CTC	**5,50,000**	
Variable Pay for Performance	**100,000**	
TCTC	**650,000**	

- *All payments are subject to prevailing tax laws and statutory deductions.*
- *Mediclaim and GTI would also be applicable*
- *Target VPP payout will be subject to the Company and the employee achieving their respective performance levels threshold*

TAP/2022/R/29

HEXAWARE

Letter of Intent

January 28, 2022
Abhishek Moharir
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear Abhishek Moharir,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Premier Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.25000/- pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.6.00 Lac per annum.
You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

TAP/2022/R/30

HEXAWARE

Letter of Intent

December 27, 2021
AISHWARYA BUTE
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear AISHWARYA BUTE,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Bute

Monica Mathur
Vice President, Recruitment-India & APAC

HEXAWARE TECHNOLOGIES LTD.
Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710. (M) +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

TAP/2022/S/12

HEXAWARE

Letter of Intent

December 27, 2021
Rokde Ajay
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear Rokde Ajay,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

TAP/2022/S/56

HEXAWARE

Letter of Intent

June 20, 2022
Prasad Patil
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear Prasad Patil,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

TAP/2022/LI/22

HEXAWARE

Letter of Intent

December 27, 2021
PRANAV BHOPLE
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear PRANAV BHOPLE,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

TAP/2022/L/21

HEXAWARE

Letter of Intent

December 27, 2021
RIDDHI JAJU
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear RIDDHI JAJU,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

JAP/2022/S/13

HEXAWARE

Letter of Intent

December 27, 2021
Rushikesh Bodade
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear Rushikesh Bodade,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

TAP/R/2022/63

HEXAWARE

Letter of Intent

January 14, 2022
Sakshi Thombare
Shri Sant Gajanan Maharaj College of Engineering, Shegaon

Dear Sakshi Thombare,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Thombare

TAP/2022/U/58

Ashwini Sangle, you are signed in.

Offer has been accepted

Printable Format

INFOCEPTS
STAY MODERN

February 3, 2022
Ashwini Ashok Sangle
D/O: Ashok Sangle,Morgaon Bhakare, 444109
Dear Ashwini Ashok Sangle,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") , through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof;

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material
During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Zeeshan Khan

Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

ACCEPTANCE

I accept the terms and conditions of this appointment letter and undertake to abide by the same and shall execute the above-mentioned service agreement and contract of employments as desired by the company. I also accept that no other monetary or non-monetary commitments are made, apart from the details mentioned in this Pre-Placement Letter.

Dated:

Place:

Signature

Ashwini Ashok Sangle

Attachments

- Why InfoCepts.pdf

Offer electronically accepted by: Sangle, Ashwini
Offer electronically accepted on: Feb 5, 2022 9:57 AM
Offer electronically accepted from: 157.33.114.246

TAP/2022/U/59

17:01

Dear Piyush Bhimalwar,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction, and b) you continuing to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in providing the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training, and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter.

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof.

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material
During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's clients, its business, clients, customers that you may acquire, at any time during your Training, to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur.
b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Ravikant Khan

 TAP/2022/U/60

INFOCEPTS
STAY MODERN

February 4, 2022
Purva Vijay Ambadkar
Pundlikbaba Nagar,Tower Line,VMV Road,Kothara Naka,Vidarbha Mahavidyalay, Amravati 444604
Dear Purva Vijay Ambadkar,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof;

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material

During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Zeeshan Khan

Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

TAP/2022/R/52

INFOCEPTS
STAY MODERN

February 4, 2022
Rahul Satyanarayan Samudrawad
At Post-Kini, Tq-Bhokar,Dist-Nanded 431801
Dear Rahul Satyanarayan Samudrawad,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof;

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material
During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Zeeshan Khan

Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

ACCEPTANCE

I accept the terms and conditions of this appointment letter and undertake to abide by the same and shall execute the above-mentioned service agreement and contract of employments as desired by the company. I also accept that no other monetary or non-monetary commitments are made, apart from the details mentioned in this Pre-Placement Letter.

Dated:

Place:

Signature

Rahul Satyanarayan Samudrawad

Attachments

- Why IntoCepts.pdf

TAP/2022/U/ 61

INFOCEPTS
STAY MODERN

February 4, 2022
Riya Uttamrao Rathod
Hariram Nagar,Darwha,Yavatmal 445202
Dear Riya Uttamrao Rathod,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof;

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material

During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Zeeshan Khan

Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

INFOCEPTS
STAY MODERN

February 4, 2022
Rutika Deshmukh
Chikhali Road,Itape Layout, Buldhanaana 443001
Dear Rutika Deshmukh,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 ("Training Period"). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company's defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof.

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material

During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited

Zeeshan Khan

Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

TAP/2022/S/51

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: You have a job offer for Systems Engineer role at Infosys

1 message

Ashwini Rajagur <ashwinirajagur2000@gmail.com>
To: "tpossgmce@gmail.com" <tpossgmce@gmail.com>

Tue, Jun 14, 2022 at 8:53 AM

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri 22 Apr, 2022, 8:54 AM
Subject: You have a job offer for Systems Engineer role at Infosys
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

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

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

TAP/2022/5/35

Infosys
Navigate your next

HRD/3T/1003528845/22-23

June 28, 2022

Mr. Dhanraj Burewar
Jatraroad
Nearnarsingvayamshala,
Wani-445304
India

Ph: +91-8847794562

Dear Dhanraj,

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: 2022.06.28 13:19:07 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

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys®
Navigate your next

HRD/1003528845/22-23

June 28, 2022

Mr. Dhanraj Burewar
Jatraroad
Nearnarsingvayamshala,
Wani-445304
India

Ph: +91-8847794562

Dear Dhanraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **08-Aug-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Infosys®
Navigate your next

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Dhanraj Burewar**
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

Infosys®
Navigate your next

ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Dhanraj Burewar**
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

Company Confidential - This communication is confidential between you and Infosys Limited

TAP/U/2022/68

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

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

2 messages

Komal Nemade <komalnemade79@gmail.com> Mon, Jun 20, 2022 at 5:38 PM
To: TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Infosys Offer letter

On Fri, 17 Jun, 2022, 9:16 pm Infosys Freshers Recruitment, <Talent.Acquisition@infosys.com> wrote:

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

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

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

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

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

2 attachments

TAP/2022/5/39

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: You have a job offer for Systems Engineer role at Infosys

1 message

Nidhi Agrawal <nidhia161@gmail.com>
To: tpossgmce@gmail.com

Thu, Jun 9, 2022 at 9:44 AM

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri, Apr 22, 2022, 11:27
Subject: You have a job offer for Systems Engineer role at Infosys
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

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

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

TAP/U/2022/75

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

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

1 message

Nisha Hattel <nishahattel1703@gmail.com>
To: tpossgmce@gmail.com

Thu, Aug 18, 2022 at 12:30 PM

On Mon, Jul 4, 2022, 3:54 PM Infosys Freshers Recruitment <Talent.Acquisition@infosys.com> wrote:

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

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

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

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

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

2 attachments

image001.png
141K

TAB/5/2022/41

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

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

1 message

Nishant Akhare <nishantakhare111@gmail.com>
To: tpossgmce@gmail.com

Wed, Jun 1, 2022 at 1:10 PM

--------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, May 31, 2022, 6:15 PM
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

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

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

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

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

TAP/2022/R/61

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

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

1 message

Sahil Nagrale <sahilnagrale104@gmail.com>
To: tpossgmce@gmail.com

Mon, Jun 13, 2022 at 2:48 PM

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, Mar 22, 2022, 11:51 AM
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

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

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

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

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited

TAP/IM/2022/27

Infosys
Navigate your next

HRD/1003154221/22-23

June 24, 2022

Mr. Sandesh Wankhade
Near Police Pared Ground
P. W. D Quarter
Khamgaon-444303
India

Ph: +91-9021089717

Dear Sandesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **08-Aug-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Infosys
Navigate your next

HRD/3T/1003154221/22-23

June 24, 2022

Mr. Sandesh Wankhade
Near Police Pared Ground
P. W. D Quarter
Khamgaon-444303
India

Ph: +91-9021089717

Dear Sandesh,

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: 2022.06.24 18:29:10 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

Infosys
Navigate your next

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Infosys
Navigate your next

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: 2022.06.24 18:29:10 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

Infosys
Navigate your next

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	**Mr. Sandesh Wankhade**
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

Infosys
Navigate your next

ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	**Mr. Sandesh Wankhade**
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

TAP/U/2022/82

Infosys
Navigate your next

HRD/3T/1003237775/22-23

June 24, 2022

Ms. Srushti Thorat
Gajanan Vatika
Shantinagar Mothi Umari
Akola-444005
India

Ph: +91-9067610451

Dear Srushti,

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: 2022.06.24 18:29:04 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

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Srushti Thorat**
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

Infosys
Navigate your next

HRD/1003136387/22-23

June 24, 2022

Ms. Vaishnavi Bhatkar
Atpostwadegaon
Tq.Balapur
Akola-444502
India

Ph: +91-8459302186

Dear Vaishnavi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **08-Aug-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Infosys
Navigate your next

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: 2022.06.24 16:59:27 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

Infosys
Navigate your next

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Vaishnavi Bhatkar
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

Infosys
Navigate your next

ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Vaishnavi Bhatkar
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

TAP/2022/R/66

JADE

Offer cum Appointment Letter

Jul 18, 2022

Ms. Radhika Deshmukh

Dear Radhika,

Thank you for your interest in Jade Global. Jade Global is a premier Information Technology company. We specialize in IT Advisory services, Integration, Testing, Cloud & Consulting Services, Business Solutions as well as IT Outsourcing across multiple technology platforms.
More information about Jade Global is available at www.Jadeglobal.com .

Jade Global Software Pvt. Ltd. (Company) is a wholly owned subsidiary of **Jade Global, Inc.** and is incorporated under the Companies Act, 1956 having its registered office address at Nyati Teck Park, 7th Floor, Digambar Nagar, Near Brahma Suncity, Behind Nyati Meadows, Wadgaon Sheri, Pune – 411014.

Contract of Employment:
On behalf of the Company, we are pleased to offer you appointment as **Associate Analyst** at **IC1,** on the following terms and conditions: -

1. **Date of Joining:** Your date of joining should be **Aug 1, 2022** or earlier. If you are unable to join by this date, please contact your Jade Global recruiter immediately and communicate the updated date at the earliest, in writing. This contract will come into effect after you formally joining the Company. Till your date of joining this remains an offer for appointment.

2. **Emoluments and Benefits:** Your salary is as detailed in Annexure 1. Details of the employee benefits plan as in force from time to time can be found on the intranet and are subject to the rules of the relevant scheme as amended by the Company from time to time. All payments made pursuant to this agreement or any bonus plan or otherwise will be subject to the deduction of tax at source as applicable. The Company reserves the right to make modifications to the various components of the compensation structure to comply with applicable laws or for other reasons as may be considered appropriate.

3. **Work Location:** Your place of work will be **Pune**. You may be required to work in other offices and locations from time to time. In addition, you may be required to work on the premises of any of the Company's or Group Companies' customers, suppliers, clients or associates whether in India or abroad. The Company reserves the right to transfer your services to any other location anywhere in the world.

4. **Probation:** You will be on probation for a period of 6 (Six) months from the date of your joining and your confirmation in service will be subject to good performance report from your immediate reporting supervisor.

JADE

5. **Confidentiality:** You are required to maintain total confidentiality as regards the contents of this letter and you should not disclose the same to anybody. As a condition of employment at the Company, you will be expected to sign the Confidentiality and Intellectual Property Agreement which forms part of your contract of employment with the Company. The Company has appointed you based upon your background, experience, general skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. In this regard, you should also be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.

6. **Previous Employment:** If you are employed, you are expected to join the Company only after your present/previous employer formally relieves you. You are required to submit the relieving letter from your present/previous employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.

7. **Dual Employment:** Your appointment with the Company is an exclusive assignment and you will not, at any time, engage in any paid occupation or business outside the company without obtaining prior written consent of the Company.

8. **Background Check:** As a policy the Company conducts background check of all new employees. This appointment is contingent upon the Company receiving satisfactory results from a Background Check, which shall include without limitation - interviewing past and current employers and verifying education transcripts. For business requirements, you may also be required to undergo a criminal check. The Company shall have the right to terminate your services without notice or payment in lieu of notice, and without any liability if the information provided by you at the time of interview or as part of your application or resume is found to be false or misrepresented. If there are any criminal proceeding against you is discovered during your background verification check, then Company may ask you to provide additional documents regarding the same from your end.

9. **Working Days, Holidays and Leave:** Your working hours will be 40 per week and 5 days in a week, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leaves shall be as per the Company policy as amended from time to time.

10. **Notice of termination:**
    a. You will be required to give at least 2 months of written notice to the Company. If you ask for release from your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period at the rate of your basic salary and/or to deduct such amount from any amounts which may be payable to you by the Company. However, the Company reserves the right to relieve you only at the end of your notice period, based on the work requirements prevailing at the time.

b. The Company, at its sole discretion shall be entitled to terminate your employment by giving you either 2 months of notice in writing or equivalent basic salary in lieu thereof. In case of termination by the Company in compliance of this section , you shall waive irrevocably and unconditionally release, acquit, covenants not to sue and forever discharge Company and each of Company owners, stockholders, predecessors, successors, assigns, agents, directors, officers, employees, representatives, attorneys, divisions, subsidiaries, affiliates, and all persons acting by, through, under or in concert with any of them from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts and expenses (including attorney's fees and costs actually incurred), of any nature whatsoever, known or unknown pertaining directly or indirectly related to your employment with the Company.

c. The Company follows a differential notice period policy linked to an employee's profile code (Grade), with the maximum notice period being upto 3 months. You agree that your notice period will be governed by the Company's notice period policy in force, as applicable to your particular profile code(Grade).

d. During any period of notice you may be required by the Company, in its absolute discretion not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks that are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any bonus or commission payments) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

e. The Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if, after a reasonable investigation, it has reasonable grounds to believe you are guilty of serious misconduct.

f. Upon termination of employment with the company for any reason, you will immediately deliver to the Company all tangible, written, graphical, machine readable and other materials (including all copies) in your possession containing or disclosing any proprietary or confidential Information.

g. Any expenses incurred by the Company towards your VISA or Work Permit application would be recoverable from you in the event you voluntarily resign from the services of the Company prior to completion of 1 year from incurring such expense.

h. Any expenses incurred by the Company towards your joining, including, but not limited to, relocation allowance or notice period buyout, would be recoverable from you in the event of your separation for any reason whatsoever from the services of the Company within 1 year from the date of joining.

11. **Retirement Age:** You will retire on completing 60 years of age. Your retirement date will be the last day of the month in which you complete 60 years.

12. **Restrictive covenant:** During the term of your employment and for 6 months thereafter, you will not directly or indirectly solicit, deal with or contact the current or potential customers of the Company or any Group Company.

13. **Data Protection:** The Company needs to collect, enter, process and store personal data regarding its employees within the Group and may need to transfer such data to the centralized database in the United States (US) and, from time to time, to other Group Companies.

    a. By signing this agreement, you agree that personal data relating to you (including sensitive personal data such as medical details) may be collected and held (in hard copy and computer readable form) and processed by the Company; and

    b. be disclosed to other employees of the Company and the Group, any other persons as may be reasonably necessary (such as third-party benefit providers or administrators) or as authorized by you; and as may otherwise be required or permitted by law.

    This consent applies regardless of the country to which the data is to be transferred.
    You shall inform the Company of any change in your personal data within 3 working days.

14. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Jade Global Inc ("Jade Global"), any subsidiary of the Company or Jade Global, any holding company of the Company or Jade Global and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

15. **Applicable Law:** This agreement shall be governed by and construed in accordance with Indian Law and the parties submit to the non-exclusive jurisdiction of the Courts in Pune, Maharashtra, India.

16. **Severability:** The various provisions and sub-provisions of this Agreement and its Annexes are severable and if any provision or identifiable part thereof is held to be unenforceable by any court of competent jurisdiction then such unenforceability shall not affect the enforceability of the remaining provisions or identifiable parts thereof in this Agreement or its Annexes.

17. **Validity of this letter:** Please communicate your acceptance of this appointment and the associated terms and conditions within 3 calendar days from the date of issue of this letter after which this offer will not be valid.

JADE

18. We request you to confirm your acceptance of this appointment by returning a copy of this letter duly signed by you on all pages including the annexure. If you have any questions, please contact your Jade Global point of contact or write to **nilima.ghoderao@jadeglobal.com** who will direct your questions to the appropriate person within Jade Global. We look forward to a mutually beneficial association with you.

19. Pursuant to the internship letter issued to you, your appointment is dependent upon you furnishing the applicable degree certificate. Since the degree certificate is a pre – requisite to your appointment as full-time employee, in case of failure to comply this Section and to provide the final certificate within 90 days of your completion of internship, your employment shall be terminated with immediate effect.

Sincerely,
For Jade Global Software Pvt. Ltd.

Rajendra Raut

Rajendra Raut
Vice President – **Talent Acquisition**

Acceptance by the recipient:
I have read and understood all the terms and conditions contained in this letter as well as the annexure and agree to abide by the same. I am signing this document as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

Jul 18, 2022

Signature:

Radhika Deshmukh

JADE

Annexure - 1

Name:	Radhika Deshmukh
Title:	Associate Analyst
Profile Code:	IC1

Note: All amounts are in Indian Rupees

Total Cash Compensation:		₹3,85,000	Per Annum
Base Pay (Fixed salary):		₹350004	Per Annum
Variable Pay:	10%	₹34996	Per Annum

Component	Monthly Amount	Annual Amount
Basic Pay	15000	180000
House Rent Allowance	6000	72000
Statutory Bonus	1750	21000
Company's contribution to your Provident Fund	1800	21600
Special Allowance	3897	46764
Gratuity Cost	720	8640
Total Base Pay	**29167**	**350004**
Variable Pay		**34996**
Total Cash Compensation:		**₹385000**

Sincerely,
For Jade Global Software Pvt. Ltd.

Rajendra Raut

Rajendra Raut
Vice President – Talent Acquisition

Radhika Deshmukh
Signature:

JADE

Exciting information about your Variable Pay

Dear Radhika Deshmukh,

I am delighted to share with you very exciting information about the **BRAND-NEW** annual variable pay plan for FY21-22 that has been launched at Jade Global (India locations) and will apply to you. Please read on...

This applies to you if you are being offered a position in India in any of the following grades: ***All Individual Contributor grades (IC1 to IC4), all Specialist grades (SP1 to SP4), and the following Managerial grades - (MG1 and MG2).*** Your grade is mentioned in your offer cum appointment letter.

I would like to share <u>two</u> exciting highlights about this Plan:

1. **100% of the variable pay amount mentioned in your offer cum appointment letter will be paid to you in advance.**
2. **This will be paid to you on joining, along with the first month's salary. So effectively this will be a payment in advance for the next 12 months.**

Note:

- Since the amount will be paid in advance claw back provisions will apply to every VP payment made in advance in case of employee separation:
  - if Last Working Day (LWD) is within a period of 6 months from date of payment, you will be required to pay back 100% of the paid amount.
  - if Last Working Day (LWD) is after 6 months from date of payment but before completing 12 months you will have to pay back 50% of the paid amount.
- The Company reserves the right to make changes or withdraw the plan at any time.
- A detailed plan document is posted on the company intranet and is available to all employees.

If you have any additional questions, please do not hesitate to ask your Jade Global recruiter.

Sincerely,
For Jade Global Software Pvt. Ltd.

Rajendra Raut

Rajendra Raut
Vice President – Talent Acquisition

kloudspot

: +91-8277-111444
: contact@kloudspot.com
: www.kloudspot.com

14 Dec 2021

To,

Mr. Prajyot Ratnadip Burbure,

Wardha MH.

Dear **Prajyot**,

Subject: Offer of employment with Kloudspot as **Software Engineer, Engineering**

We have great pleasure in welcoming you to KSPOTFI SYSTEMS INDIA PRIVATE LIMITED, effective **1st July 2022**. As a member of the team, your primary accountability will be in the area of software development for the Kloudspot products. You will be designated as **Software Engineer, Engineering.**

At KSPOTFI Systems, you will soon discover we are all about people, the best people. You are sure to find a challenging peer group at KSPOTFI Systems. I am positive you will find the work environment stimulating and conducive to help you realize your professional goals.

As applies to all team members of KSPOTFI Systems, you will have to follow the rules and regulations of the Company with respect to conduct, discipline & safety, and follow the instructions of the employees of the Company and coworking community. The employment offer is subject to the following terms & conditions:

Internship

This offer is contingent on a **mandatory** internship. The tenure of internship is 5 months starting from **1st Feb 2022.** However, this period can be cut short or extended based on the individual's circumstances and at the discretion of the Company. Your compensation (stipend) and title during the internship period will be as per **Annexure-2**. You are not entitled to any other benefit that regular employees receive including, but not limited to, medical insurance, accommodation and transportation during this period. After the completion of internship period, your compensation and title will be revised as per **Annexure-1**. The compensation package will normally be reviewed on completion of one year of service in the Company.

Working Hours

You shall be expected to work a minimum of 40 hours a week between 9 AM and 6 PM on weekdays. The working hours are flexible and can be adjusted as per consultation with your manager, and depending on the requirements of the Company.

Responsibilities

In view of your designation you will be required to carry out your duties and responsibilities effectively to achieve the desired results, which may include working late hours.

Simultaneous Employment

While employed with this Company, you will **not**, under any circumstances, be permitted to work for any other firm or person, either full time or part time; To own, or in any way be associated with, any firm or person as advisor, director or partner, whether paid or not, for your services, without prior written permission of the Company.

Confidentiality of Information

You will **not**, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential character.

The Employee shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company, or during the course of his/her work with the Company, as strictly confidential.

Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, etc., but shall not include information known or available to the Employee prior to his/her employment with the Company and/or readily available to persons of ordinary skills in the assigned areas of technical/business expertise.

Leave

Every employee is eligible for leaves as per the prevailing leave policy.

Discipline

You will be governed by the Company's rules and regulations that may be promulgated from time to time.

You shall not refuse to take up any assignment that may be offered to you by the Company.

You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, whether in the Company or at its clients' site(s).

You shall be responsible for all Company properties and materials that are in your possession, and all infrastructure like telephones, computers, projectors etc. that have been provided to you to enable you in your work.

You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image/business being adversely affected.

During the course of your employment with the Company, you will not solicit business of any nature, either directly or indirectly, for yourself, or for any other party, from the Company's clients and/or customers.

Communication Address

You will keep the Company informed of your communication address along with contact number for communication, including the changes that may occur during your period of employment with the Company

Ownership of Inventions, Ideas, etc.

The Company shall be the sole owner of all inventions, ideas, materials, systems, codes, etc. that may be devised/created by the Employee in the course of his/her employment with the Company.

The Employee shall have no claim of any nature whatsoever and undertakes not to utilize, part with, or divulge such information to any third party, even after he/she has ceased to be an Employee of the Company.

The above terms and conditions shall be binding upon both the parties hereto during the entire course of employment of the Employee with the Company.

Authenticity of Information

This appointment is made on the basis of information provided by you in the application and also at the time of interview. Original copies of your certificates, testimonials and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false, or if you are found to have wilfully suppressed any material information, you will be liable to be removed from service without any notice.

Termination

This contract of employment is terminable by either party by giving 30 days' notice. Either party is not bound to give any reason thereof. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof.

In the event of any misconduct or breach of terms of employment on the part of the Employee during probation, or on/after confirmation, the Company reserves the right to terminate this contract immediately without any notice.

On termination of this contract, you will immediately surrender to the Company, before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business, and shall not make or retain any copies of these items.

kloudspot

Apart from the above terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

Please sign the duplicate copy of this letter as a token of acceptance of the above terms.

Sincerely,

Deepak Kumar Singhal

Director,

KSPOTFI SYSTEMS INDIA PRIVATE LIMITED

kloudspot

: +91-8277-111444
: contact@kloudspot.com
: www.kloudspot.com

Annexure-1

Name : Prajyot Ratnadip Burbure

Designation : Software Engineer, Engineering

Location : Bengaluru

Fixed Components	Offered Salary (Annually)
Basic	₹ 2,88,000
HRA	₹ 1,15,200
Fixed Allowances	₹ 94,800
EPF (Employer contribution)	₹ 21,600
Food Allowance (Lunch/Dinner)	₹ 26,400
Conveyance/Parking Allowance	₹ 30,000
Fixed Annual Salary	**₹ 5,76,000**

You will also receive following additional benefits over your fixed CTC. These benefits are reviewed time to time and may change with or without any notice.

Additional Benefit Components	Benefits (Annually)
Internet Allowance*	₹ 18,000
Group Health Insurance **	₹ 26,204

Total CTC: ₹ 6,20,204

* Internet Allowance: Up-to ₹1,500/- per month against actuals. Reimbursed quarterly.

** Group health insurance for employee, spouse, up to two unmarried dependent children and parents (max two, in-laws are not permitted). Amount represent a Notional value for insurance premium by employer.

NOTE: Salary is subject to deduction of Professional Tax, ESIC and Income Tax (as applicable). EPF and other government fees/taxes will be applicable as and when required.

: +91-8277-111444
: contact@kloudspot.com
: www.kloudspot.com

Annexure-2

Name : Prajyot Ratnadip Burbure

Designation : Software Intern, Engineering

Location : Bengaluru

Components	Offered Compensation (Monthly)
Fixed Stipend	₹ 25,000

LTI
Let's Solve

Date: April 1, 2022

Ref: LTI/HR/EN9/Campus/2022

Name: Sanjay Ravindra Patil

College: Shri Sant Gajanan Maharaj College of Engineering,Shegaon

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sanjay Ravindra Patil,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.25000** as per the details mentioned in **'Annexure-1'.**

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You are required to register yourself as an'apprentice' on the apprenticeship portal http://www.mhrdnats.gov.inwithin [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.

4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**. Your appointment is in accordance with the Apprentices Act, 1961.

5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **'Annexure-3'**.

6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

   If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter**on the **CampBuzz Portal** (https:\\campbuzz.lntinfotech.com) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.

8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

LTI
Let's Solve

9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-4'.

12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

    If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

    We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



_____

Ashish Naik
Associate Director -
Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

Name : Sanjay Ravindra Patil Grade : GA2	Date : April 1, 2022
COMPONENTS	Rs. (P. M.)
Stipend	25000

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2022 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma. **No Year drop allowed.**
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • Aggregate of 60% & above or equivalent CGPA must be obtained after declaration of final semester results
	• Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	• Conversion from CGPA into Percentage must be calculated as per your respective University norms
	• Provisional/Passing Certificate(of all courses) must state **First class**
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2022 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

Let's Solve

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. I am aware that this recruitment process is completely free of cost.

3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.

4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.

5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

Date of interview process: _____

LTI
Let's Solve

ANNEXURE-3

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-4		
Name : Sanjay Ravindra Patil	Date : April 1, 2022	
Salary Grade : GE2		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		15000
Bouquet of Benefits		13515
Bonus		1750
A. Base Salary (PA)	**363180**	**30265**
Annual Incentive	0	
B. Total Variable (PA)	**0**	
C. Total Target Cash (A+B)	**363180**	
Provident Fund (PF)	21600	1800
Gratuity	8664	722
Mediclaim Premium	10556	
D. Retirals & Other Benefits	**40820**	
Cost to Company (CTC) C+D	**404000**	

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Group Term Life Insurance (GTLI):

There shall be a deduction of GTLI premium from your monthly salary to cover you under this Program. In case you choose to opt out of this Insurance program, you shall voluntarily to do so in December every year.

Notes:

1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB).**

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

THP/2022/M/08

LTI
Let's Solve

Date: April 1, 2022

Ref: LTI/HR/EN3/Campus/2022

Name: Dhawal Mayur Raja

College: Shri Sant Gajanan Maharaj College of Engineering,Shegaon

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Dhawal Mayur Raja,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.30000** as per the details mentioned in **'Annexure-1'.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal http://www.mhrdnats.gov.inwithin [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **'Annexure-3'**.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

   If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter**on the **CampBuzz Portal** (https:\ \campbuzz.lntinfotech.com) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer

LTI
Let's Solve

9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in **'Annexure-4'**.

12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

    If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

    We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Ashish Naik
Associate Director -
Talent Acquisition

I have read the letter and accept the same.

Signature and Date

LTI
Let's Solve

ANNEXURE-3

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-4		
Name : Dhawal Mayur Raja	Date : April 1, 2022	
Salary Grade : GE2		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		15000
Bouquet of Benefits		22015
Bonus		1750
A. Base Salary (PA)	**465180**	**38765**
Annual Incentive	0	
B. Total Variable (PA)	**0**	
C. Total Target Cash (A+B)	**465180**	
Provident Fund (PF)	21600	1800
Gratuity	8664	722
Mediclaim Premium	10556	
D. Retirals & Other Benefits	**40820**	
Cost to Company (CTC) C+D	**506000**	

TAP/M/2022/36

LTI
Let's Solve

Date: April 1, 2022

Ref: LTI/HR/EN9/Campus/2022

Name: Sanjay Ravindra Patil

College: Shri Sant Gajanan Maharaj College of Engineering,Shegaon

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sanjay Ravindra Patil,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.25000** as per the details mentioned in **'Annexure-1'.**

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You are required to register yourself as an 'apprentice' on the apprenticeship portal http://www.mhrdnats.gov.inwithin [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.

4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**. Your appointment is in accordance with the Apprentices Act, 1961.

5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **'Annexure-3'**.

6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

   If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter**on the **CampBuzz Portal** (https:\ \campbuzz.lntinfotech.com) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.

8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

LTI
Let's Solve

9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in **'Annexure-4'**.

12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

    If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

    We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Ashish Naik
Associate Director -
Talent Acquisition

I have read the letter and accept the same.

Signature and Date

LTI
Let's Solve

ANNEXURE-4

Name : Sanjay Ravindra Patil Date : April 1, 2022

Salary Grade : GE2

Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		13515
Bonus		1750
A. Base Salary (PA)	363180	30265
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	363180	
Provident Fund (PF)	21600	1800
Gratuity	8664	722
Mediclaim Premium	10556	
D. Retirals & Other Benefits	40820	
Cost to Company (CTC) C+D	404000	

LTI
Let's Solve

ANNEXURE-1

Name : Sanjay Ravindra Patil	Date : April 1, 2022
Grade : GA2	
COMPONENTS	Rs. (P. M.)
Stipend	25000

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

TAP/2022/M)

Mahindra

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivali (East) Mumbai 400 101 India

www.mahindra.com

Date: 10 November 2022
Mr. ASHWINI SUBHASH PHATE
house no 42
Durga Nagar, Civil Court road Nandura
Maharashtra - 443404

Dear ASHWINI,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 18 November 2022.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

Mahindra

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

TAP/2022/M/

mahindra Rise

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivali (East)
Mumbai 400 101 India

www.mahindra.com

Date: 09 March 2023
Dhanraj Shankar Burewar
Near Narsing Vyam Shala Jatra Road
Prabhag No. 6,Wani
Maharashtra - 445304

Dear Dhanraj,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 20 March 2023.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

mahindra Rise

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

THP/2022/M

Mahindra

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivali (East) Mumbai 400 101 India

www.mahindra.com

Date: 10 November 2022
Mr. PRATIK ANILRAO FASATE
house no 64
at-khumari post-Mohpa,Tah-Kalmeshwar
Nagpur, Maharashtra- 441502

Dear PRATIK,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 18 November 2022.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

Mahindra

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.



Rajeshwar Tripathi
Chief Human Resource Officer

Mahindra

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivali (East) Mumbai 400 101 India

www.mahindra.com

Date: 10 November 2022
Ms. Ritika Digambar Dhenge
House no 1264
behind jankidevi chauragade school,near hanuman mandir,hanuman nagar,ring road
Gondia, Maharashtra- 441614

Dear Ritika,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 18 November 2022.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

Ritika Dhenge.

Mahindra

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

Kiti Kashenge

TMP/2022/M/

mahindra Rise

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivali (East)
Mumbai 400 101 India

www.mahindra.com

Date: 04 March 2023
Mr. Sohil Latif Shekh
A/P Kadoli
TA. Sengaon DT. Hingoli
Akola, Maharashtra- 444203

Dear Sohil,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 20 March 2023.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

mahindra Rise

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

TAP/2022/5

Mahindra

Mahindra Heavy Engines Ltd.
(Formerly known as Mahindra Heavy Engines (P) Ltd.)
Plot No. A-1/1, Chakan Industrial Area,
Phase IV, Village Nigoje, Chakan, Tal. Khed,
Dist. Pune - 410 501. India
Registered No.: U35914MH2007PTC169753

Tel. : +91 2135 612 000

www.mhepl.com

Registered office:
Mahindra Towers, Dr. G.M. Bhosale Marg,
P. K. Kurne Road, Worli,
Mumbai 400 018

Date: 14 November 2022
Ms. Dhanashree Shyam Joshi
SBI Colony
Shegaon
Maharashtra - 444203

Dear Dhanashree,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 18 November 2022.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

Mahindra

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

TAP/2022/U/

Mahindra

Mahindra Heavy Engines Ltd.
Formerly known as Mahindra Heavy Engines (P) Ltd.)
Plot No. A-171, Chakan Industrial Area,
Phase-IV, Village-Nighoje, Chakan, Tal. Khed,
Dist. Pune - 410 501, India
Registered No.: U35914MH2002PTC136753

tel: +91 2135 612 600

www.mhepl.com

Registered office:
Mahindra Towers, Dr. G.M. Bhosale Marg,
P.K. Kurne Road, Worli,
Mumbai 400 018

Date: 11 November 2022
UTKARSHA SHARAD BHOSALE
L 11 V.H.B. Colony, Gaurakshan Road
Akola
Maharashtra - 444001

Dear UTKARSHA,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from **18 November 2022**.

- You will be paid a consolidated stipend of Rs. 25000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.

- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.

- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.

- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise

- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in

Mahindra

service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise,nor do any private business without obtaining prior permission of the Company in writing.

- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/bod corporate, etc., whether for any consideration or not.

- You wil' assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

- The Company shall at all times have the right to access and monitor all e-mails created, sent I received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

- 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.

- You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation,all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

- You will be subject to all Government Laws and Regulations in force from time to time.

- The offer of training is subject to you passing your graduation without any backlogs before the date of joining.

Please sign the duplicate copy of this letter and forward the same to us within a week's time as a token of your acceptance of the above mentioned terms and conditions of the Project.

Yours Faithfully,
For MAHINDRA & MAHINDRA LTD.

Rajeshwar Tripathi
Chief Human Resource Officer

JAP/2022/5/

MATTER

Offer Letter

23rd May 2023

Dhanashri Bhise
Ahmedabad
dhanashribhise01@gmail.com
+91 8766474604

Dear Dhanashri Bhise,
Congratulations & Welcome to the Matter family!!

Matter is pleased to offer you the position of **Engineer-Electromagnetic Design** at Matter Motor Works Pvt Ltd. Your date of joining shall be 31st May 2023 in the Motor Department at our office in Ahmedabad. You shall report to the Lead Engineer – Motor Design (Electrical) .

Matter is a new age company, poised to break the boundaries between the automotive industry, user experience and information technology with products and services that integrate intelligent technology, customer-centric product design, and business model.

Our team is human – thoughtful, approachable, curious, reliable, and accountable. We are passionate about tackling some of the biggest challenges in Mobility & Energy Storage.

We take this opportunity to welcome you to Matter and look forward to you being a part of our vision, and together, we hope to build an organization that we will all enjoy working for. New assignments, office set up and colleagues await you. We hope you will find pleasure and challenge in each aspect of work here.

MATTER

You have been offered an Annual Compensation & Benefits Package (CTC) of ₹ **4 Lacs** per annum.

We at Matter look forward to welcoming you aboard for a long & mutually rewarding association.

Thanking you,
For Matter Motor Works Pvt. Ltd.,

Mohal Lalbhai
Chief Executive Officer

Please sign the enclosed copy of this letter and return it to indicate your acceptance of

"I accept the above terms and conditions and shall join work at Ahmedabad on **31st May 2023**".

Signature of the candidate:

Name:
Date:
Place:

MATTER

ANNEXURE - II

Salary Structure	Monthly (in ₹)	Annual (in ₹)
Basic Salary	13333	160000
HRA	8333	100000
Flexi Benefits Plan	8804	105648
LTA (8.33% of Basic)	1111	13328
Gross salary	**31581**	**378976**
Provident Fund (Employer's Contribution)	0	0
Gratuity (4.81% of Basic)	641	7696
Ex-Gratia/Bonus(8.33% of Basic)	1111	13328
Cost to the Company	**33333**	**400000**

** In addition to cash compensation, as detailed above, Matter also offers Group Medical Insurance for **Rs 5** lacs for you & immediate family members and Group Accident Insurance cover to its employees.*

** All deductions shall be made where applicable as per statutory norms.*

** Bonus will be deducted every month and to be paid as Diwali Bonus of the consecutive financial year.*

** Gratuity amount will be paid as per the company policy.*

** Salary structure as per company policy will apply.*

**Payment made to you towards Notice Period buyout, Relocation Expense reimbursement will be paid back to Company or adjusted oЛ from full and nal sefllement if you resign, for any reason whatsoever, before completion of 12 months from the Date of Joining.*

MATTER

ANNEXURE - I

Following are the list of documents that you need to submit on the day of joining.

- Educational Credentials:
  - Xth (SSC)
  - XIIth (HSC)
  - University Marks Sheets and Convocation certificate.

- Company Credentials of Previous Employment:
  - Offer Letter
  - Appointment Letter
  - Appraisal Letter (If Any)
  - Experience Letter
  - Relieving Letter
  - Payslips – Current Financial Year
  - Form – 26 AS

- Personal Credentials:
  - ID Proof
  - Address Proof
  - Passport
  - Aadhar Card (Mandatory)
  - Cancelled Cheque
  - PAN Card (PAN Card is Mandatory)
  - Soft Copy of Passport Size Photos

TAP/2022/R/44

4G 3G 70.7K/s 19:48

Mindtree Campus 15:32

to

Mitesh Sakalkar - CSE

23/12/2021



Dear Talent,

Congratulations on clearing our selection process. You have been shortlisted to receive an offer for the role of Software Engineer at Mindtree!

Next steps are as follows:

1. Offer Release (Between 5th Jan to 16th Jan tentatively)
2. Campus Connect Session (6th Jan'2022, 03:30 PM)

We are happy to welcome you for a **Connect Session** with our Campus Talent Acquisition team on next step towards further formalities.

Please make note of the below event and attend.

Date: Jan 6th, 2022
Time: 3:30 pm

Meeting Link: Click Here

Regards,
Mindtree Campus Team



R.4'00 LPA

TAP/S/2022/36

Mindtree
A Larsen & Toubro Group Company

Date:22-Apr-2022

To

Sakshi Mhaske
INDIA

Dear Sakshi Mhaske,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

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

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

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

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

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

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

Mindtree
A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

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

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

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

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus.offers@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, **Sakshi Mhaske,** agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	SAKSHI MHASKE

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : **Sakshi Mhaske**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 600,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,500,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree
A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

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

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

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

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus.offers@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **Sakshi Mhaske**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

* The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

TAP/2022/S/54

Mindtree
A Larsen & Toubro Group Company

Date:22-Apr-2022

To

Shripad Chopde
INDIA

Dear Shripad Chopde,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

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

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

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

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

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

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

shripad chopde (Apr 23, 2022 11:04 GMT+5.5)

Mindtree
A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

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

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

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

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus.offers@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

shripad chopde (Apr 23, 2022 11:04 GMT+5.5)

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, **Shripad Chopde,** agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	shripad chopde (Apr 23, 2022 11:04 GMT+5.5)
Your Name in Capital letters	SHRIPAD CHOPDE

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : **Shripad Chopde**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 600,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,500,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **Shripad Chopde**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

* The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

shripad chopde (Apr 23, 2022 11:04 GMT+5.5)

TAP/2022/R/45

8:08 PM 264KB/s 83

Mindtree Ca... 22/12/2021

to

Tanmay Thag - CSE Interview date -



Dear Talent,

Congratulations on clearing our selection process. You have been shortlisted to receive an offer for the role of Software Engineer at Mindtree!

Next steps are as follows:

1. Offer Release (Between 23rd Dec to 31st Dec tentatively)
2. Campus Connect Session (23rd Dec'2021, 03:30 PM)

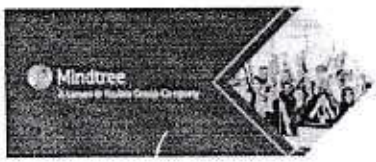
We are happy to welcome you for a **Connect Session** with our Campus Talent Acquisition team on next step towards further formalities.

Please make note of the below event and attend.

Date: Dec 23rd, 2021
Time: 3:30 pm

Meeting Link: Click Here

Regards,
Mindtree Campus Team





TAP/M/2022/30

Neilsoft

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

HR/OFL/5/2/2022/11

CONFIDENTIAL

June 27, 2022

Mr. Anas Khan
Near Jama Masjid, Saykilpura Nandura Dist, Buldhana
8308235360

Subject: Offer of Employment

Dear **Anas,**

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 04, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:-9422869402**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

ANNEXURE A

Worksheet On Emoluments Of	:	Anas Khan
Date Of Joining	:	July 04, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,211
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift system as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :

   a) Your breach of any of these terms or any other agreement signed by you with the Company, or
   b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
   c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
   d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
   e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
   f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
   g) Your Unauthorized absence from work; or
   h) Your insubordination; or
   i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

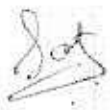
It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)



Neilsoft

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

Date: June 27, 2022

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr. Anas Khan** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you,
Yours truly,

For Neilsoft,

Sanat Samantray
Head – Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad : Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 –46770239

Magarpatta : S-10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune – 411013

Pimple Saudagar : Shop No-205, 2nd Floor, Rainbow Plaza,Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411057 Phone : 020 – 46781915

Kalyani Nagar :Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune : 411014

Viman Nagar :Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014

Kothrud : Jehangir Sepciality Hospital – Kothrud , 46/2B/2, Paud Road, Kothrud Pune 411038
Tel : 020-25431758, 25431362 Mob : 9766871614

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)

TAP/2022/S/38

Neilsoft

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

HR/OFL/5/13/2022/38

CONFIDENTIAL

May 13, 2022

Mr. Lokesh Ghulane
Pushpak Colany Sainagar Amravati MAHARASTRA
9373668112

Subject: Offer of Employment

Dear **Lokesh**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **June 27, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:7972789803**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft**,

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on June 27, 2022
Signature: [signature]
Date: 19/05/2022
Place: Shegaon

Neilsoft

ANNEXURE A

Worksheet On Emoluments Of	:	Lokesh Ghulane
Date Of Joining	:	June 27, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	Monthly (Rs.)
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time

THP/2022/5/48

Neilsoft

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

HR/OFL/5/13/2022/39 **CONFIDENTIAL** May 13, 2022

Mr. Pratik Bhivate
At post Vivara Tq. Patur Dist. Akola MAHARASTRA
9552135152

Subject: Offer of Employment

Dear **Pratik**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **June 27, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:7972789804**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

ANNEXURE A

Worksheet On Emoluments Of	:	Pratik Bhivate
Date Of Joining	:	June 27, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

TAP/M/2022/3

Neilsoft

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

HR/OFL/5/2/2022/12

CONFIDENTIAL

June 27, 2022

Mr. Roshan Ladole

Bilanpura,Achalpur,Achalpura city,Amaravati Maharashtra,444806

9860116719

Subject: Offer of Employment

Dear **Roshan**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 04, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:-9422869402**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

Sanat Samantray
Head – Recruitments

ANNEXURE A

Worksheet On Emoluments Of	:	Roshan Ladole
Date Of Joining	:	July 04, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,211
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift system as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company –** Your services may be terminated by the Company without notice for any of the following :

   a) Your breach of any of these terms or any other agreement signed by you with the Company, or
   b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
   c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
   d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
   e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
   f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
   g) Your Unauthorized absence from work; or
   h) Your insubordination; or
   i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)

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

Date: June 27, 2022

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr. Roshan Ladole** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees **Eight Hundred Only**) directly from the individual.

Thanking you,
Yours truly,

For Neilsoft,

Sanat Samantray
Head – Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad	: Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 –46770239
Magarpatta	: S-10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune – 411013
Pimple Saudagar	: Shop No-205, 2nd Floor, Rainbow Plaza,Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411057 Phone : 020 – 46781915
Kalyani Nagar	:Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune : 411014
Viman Nagar	:Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014

TAD/2022/5149

Neilsoft

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

HR/OFL/5/13/2022/37 **CONFIDENTIAL** May 13, 2022

Mr. Roshan Rajas
At and Post Malegaon Tq. Nandura Dist. Buldhana MAHARASHTRA
8390329912

Subject: Offer of Employment

Dear **Roshan**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **June 27, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:7972789802**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on _____

Signature: _____

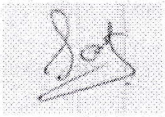
Date: _____

Place: _____

ANNEXURE A

Worksheet On Emoluments Of	:	Roshan Rajas
Date Of Joining	:	June 27, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**



Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

TAP/HR/2022/23

Neilsoft

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

HR/OFL/5/2/2022/13 **CONFIDENTIAL** June 27, 2022

Mr. Rushikesh Burukale
At. Kalkhed, Post.Janori, Taluka. Shegaon
7385827118

Subject: Offer of Employment

Dear **Rushikesh**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 04, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:-9422869402**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

ANNEXURE A

Worksheet On Emoluments Of	:	Rushikesh Burukale
Date Of Joining	:	July 04, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	M
Gross Salary (p.a.)	:	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,211
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift system as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :

   a) Your breach of any of these terms or any other agreement signed by you with the Company, or
   b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
   c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
   d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
   e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
   f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
   g) Your Unauthorized absence from work; or
   h) Your insubordination; or
   i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)

Neilsoft

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

Date: June 27, 2022

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr. Rushikesh Burukale** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you,
Yours truly,

For Neilsoft,

Sanat Samantray
Head – Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad : Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 –46770239

Magarpatta : S-10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune – 411013

Pimple Saudagar : Shop No-205, 2nd Floor, Rainbow Plaza,Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411057 Phone : 020 – 46781915

Kalyani Nagar :Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune : 411014

Viman Nagar :Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014

Kothrud : Jehangir Sepciality Hospital – Kothrud , 46/2B/2, Paud Road, Kothrud Pune 411038
Tel : 020-25431758, 25431362 Mob : 9766871614

TAP/2022/5/52

Neilsoft

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

HR/OFL/5/13/2022/40

CONFIDENTIAL

May 13, 2022

Ms. Shivani Manatkar
Daula, Post-Adsul, Tq-Telhara, Dist-Akola, 444108
8999511670

Dear Shivani,

Subject: Offer of Employment

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **June 27, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

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

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Gauri Swami** (on Email ID: **gauri.swami@neilsoft.com / Tel:7972789804**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For Neilsoft,

Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties on 27 June 2022
Signature: Shivani Manatkar
Date: 16/05/22
Place: Shegaon

Neilsoft

ANNEXURE A

Worksheet On Emoluments Of	:	Shivani Manatkar
Date Of Joining	:	June 27, 2022
Designation	:	Graduate Engineer Trainee (GET)
Department / Division	:	Manufacturing
Location	:	Pune
Gender	:	F
Gross Salary (p.a.)	:	300,000

Compensation Components	Monthly (Rs.)
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	**22,898**
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	**2102**
Total Gross Monthly (A+B)	**25,000**

Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

TAP/R/2022/57

Gmail

TPO SSGMCE Shegaon <tpossgmcc@gmail.com>

Fwd: Offer from Northern Arc Capital.

1 message

bharat kedia <bharatkedia888@gmail.com>
To: tpossgmce@gmail.com

Fri, May 27, 2022 at 12:15 PM

---------- Forwarded message ---------
From: **Tiwari Roopsi | Northern Arc** <Tiwari.Roopsi@northernarc.com>
Date: Fri, 27 May, 2022, 10:34 am
Subject: Offer from Northern Arc Capital.
To: bharatkedia888@gmail.com <bharatkedia888@gmail.com>
Cc: Umasree Parvathy | Northern Arc <Umasree.Parvathy@northernarc.com>, Hepsiba Bala | Northern Arc <Hepsiba.bala@northernarc.com>, JoseMathew Erapuzha <JoseMathew.Erapuzha@northernarc.com>, Ramesh A | Northern Arc <Ramesh.A@northernarc.com>, Hiring | Northern Arc <hiring.capital@northernarc.com>, Aiswarya S | NorthernArc <Aiswarya.S@northernarc.com>, Sooryaprakash | Northern Arc <Soorya.Prakash@northernarc.com>

Dear Mr. Bharatkumar Kedia,

Greetings from Northern Arc Capital.

Congratulations! we are pleased to offer you a full-time position as **"Associate – Technology"** at Northern Arc Capital. Please find below the details on the final offer.

Location : Chennai

Probation Period: Six Months

Salary Structure:

Sr. No.	Description	Amount
1	Basic	31,250.00
2	HRA	15,625.00
3	LTA	2,604.00
4	Special Allowance	9,271.00
5	**Gross Salary (1)+(2)+(3)+(4)**	**58,750.00**
6	PF Employer Contribution	3,750.00
7	**CTC per month (5)+(6)**	**62,500.00**
8	**CTC per annum (A)**	**7,50,000.00**
	Deductions	
9	PF Employee Contribution	3,750.00
10	**Net take home pre-tax (5) - (9)**	**55,000.00**
11*	**Variable Pay - 20% (B)**	**1,50,000.00**
12	Non Cash Component (C)	50,000.00
13	Mobile allowances per annum (D)	14,400.00
	Total Cost to Company (A)+(B)+(C)+(D)	**9,64,400.00**

Other benefits:

1. Medical Insurance Coverage: Rs.15 Lakhs per annum (For self + 5 dependants)
2. Personal Accident Insurance Coverage & Term Life Insurance Coverage as per prevailing policy.
3. A rental advance on the actuals or 10 times your HRA can be availed as an interest free loan and can be repaid during the time of exit.
4. ICICI Meal card can be availed as a tax-saving benefit. The details will be briefed at the time of joining.

5. You can avail a free annual health check-up worth INR 3,000.00.

Noncash component:

This covers all the above mentioned Insurance premium payments (Medical Insurance for self + 5 dependents, Term life insurance premium, Personal accident insurance premium).

Mobile Allowance:

A post-paid sim will be provided by the company and the details of the plan will be explained post-joining.

Performance Bonus:

***The discretionary performance bonus** will be awarded at the end of the financial year on a pro-rata basis. The amount of bonus awarded will be a function of individual and Company performance.

- Please note that the bonus is awarded for a financial year if the employee has completed the probation period in that financial year
- If not, the bonus is awarded at the end of the next financial year

As a part of joining formalities, we require the following:

1. Indicate acceptance of this offer via return mail latest by **28th May'22 (EOD).**
2. Send proof of resignation and proof of acceptance of resignation (system snapshot and/or resignation acceptance email)
3. Undergo a medical test (We will send across the details once you send us the supporting documents below)
4. You will be sent a separate email with the link to upload your documents for Background verification.

Please revert back to us at the earliest, with the following documents (scan copies/not photographs*):

1. **Education:** Please provide final year mark sheet and Degree certificate.
2. **Employment:** Relieving letter, Employee code and Complete address of the company.
3. **Reference:** Complete name and functional number.
4. **Address:** Complete address details on the BVF with landmark.
5. **Aadhar, PAN & Passport scan copies.**

Kindly reach out to us for any clarification and keep all remuneration details confidential.

Note: This email holds good as a formal offer and you may please initiate the proceedings, if any, in order to be relieved from your current organization.

We look forward to your joining.

Regards,

Tiwari Roopsi| Associate HR
HR Team | Northern Arc Capital (formerly IFMR Capital)
The Capital Tower|Office No:902|B Wing 9th Floor plot No C-70 Bandra Kurla Complex|Bandra (East)|Mumbai-400051|India
Mobile: +91 7358982220 Website: www.Northernarcinvestments.com | E-Mail: Tiwari.Roopsi@northernarc.com

Connect with us

-------- LEGAL DISCLAIMER -------- This E-Mail may contain confidential and/or legally privileged information and is meant for the intended recipient/s only and may only be used confidentially for the purpose such information has been shared. If you have received this e-mail in error and are not the intended recipient/s, kindly notify us at Compliance@NorthernArc.com and then delete this e-mail immediately from your system. You are also hereby notified that any use, any form of reproduction, dissemination, copying, disclosure, modification, distribution and/or publication of this e-mail, its contents or its attachment/s other than by its intended recipient/s is strictly prohibited and may be unlawful. Internet communications cannot be guaranteed to be secure or error-free as information could be delayed, intercepted, corrupted, lost, or contain viruses. Northern Arc Capital does not accept any liability for any errors, omissions, viruses or computer problems experienced by any recipient as a result of this e-mail. In addition to confidential and/ or legally privileged information, this E-Mail contains information that may be construed as 'unpublished price-sensitive information' within the meaning of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015.

7 attachments



Image002.jpg
13K



Image003.png
11K



Image005.jpg
2K

DocuSign Envelope ID: B583CC03-F8DD-49D1-85A6-92DEAA426E0F

TAP/R/2022/55

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

February 02,2022
SHRUTI MUKUNDRAO DHAVE
SSGMCE,SHEGAON
Dear *SHRUTI,*

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Information Technology Senior Associate** in Grade **5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. **500000** /- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

DocuSign Envelope ID: B583CC03-F8DD-49D1-85A6-92DEAA426E0F

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

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, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:
Urmimala Sarkar
DD4D430B41314B9...

URMIMALA SARKAR
DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **February 04,2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
SHRUTI MUKUNDRAO DHAVE

Date: **February 02,2022**

TAP/R/2022/72

Ms. Sonal Raju Golhar
Sri Balaji PG For Ladies
78th Cross 1st Main Maruthi Nagar
Near Venkateshwara College Road
Madiwala
Bangalore 560068

Appointment Letter

Dear Ms. Sonal Raju Golhar

With reference to your application, OCS Group (India) Pvt. Ltd. (the Company) is pleased to offer you (the "Employee") the position of "Engineering CO Ordinator" in our company with effect from the []. Your posting will be a "Sheraton Grand White Field "at our clients' facility and you will be required to report to [] on your first day of work This appointment is with effect from 13/09/2022.

The basic terms and conditions of your employment are as set out in this Contract and shall be in accordance with the Employee Handbook of the Company (the "Handbook") and the Company policies, procedures and rules as may be introduced and/or amended from time to time. The Employee shall comply with any rules, policies and procedures including those set out in the Employee Handbook, a copy of which is available on the Group Intranet. Save where expressly indicated, the Handbook does not form part of this Agreement and the Company may amend it at any time. To the extent that there is any conflict between the terms of this Contract and the Handbook, this Contract shall prevail.

Job Title and Duties

1.1 The Employee shall report to the Employee immediate supervisor/department head as notified from time to time on day-to-day business issues. The performance of the employee shall be reviewed on time-to-time basis.

1.2 The Employee shall perform all duties which may be required of him / her in accordance with the rules and regulations of the Company as notified to the Employee from time to time.

Place of Work

2.1 You shall be based at **Bangalore** India; however, the Employee may be transferred to other sites and /or group companies of the Company within and outside India in terms of their continuity and/or career progression.

2.2 You may in future be employed at any of the offices / sites / branches of this company or sister concerns in India, temporarily or permanently, without any additional compensation. You will be bound to undertake such travelling as you may be required to do in the company's interest from time to time.

Remuneration

3.1 You will be entitled to a gross Salary of **Rs 25,000/-** per Month which will be credited to your Bank Account on 10th of every month for the previous month.

3.2 The Employee will be eligible for all statutory norms i.e., provident fund, ESIC gratuity, professional tax, bonus, payment of wages etc., as legally required by the Government of India.

3.3 All statutory deductions such as provident fund, ESIC and professional tax and deductions as per income tax act will be deducted from your salary each month.

TAP/2022/LI/01

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1400341/3.0

Confidential

Sep 10, 2021

Abhinav Kiran Sawarkar
Plot no. 7, Rakesh Society No. 2
Saket Nagri, Beltarodi road, Nagpur
Nagpur

Dear Abhinav,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Abhinav Kiran Sawarkar**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

Offer Letter Body

Persistent

Reference: Persistent/Campus/1400893/3.0

Confidential

Sep 10, 2021

Akshaykumar Bhople
Near Police Station, Wadner Bholji
Tq. Nandura, Dist. Buldhana
Nandura

Dear Akshaykumar,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development.** During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008.** Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Akshaykumar Bhople**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

Offer Letter Body

Persistent

Reference: Persistent/Campus/1416293/3.0

Confidential

Oct 19, 2021

Bharatkumar Kedia
Sahkar Nagar Gaurakshan Road
near pooja complex
akola

Dear Bharatkumar,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Oct 19, 2021**
Grade: **3.0**
Location: **Pune**
Name: **Bharatkumar Kedia**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity [C]	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

Offer Letter Body

Persistent

Reference: Persistent/Campus/1306945/3.0

Confidential

Sep 10, 2021

Himal Wankhade
29, vishwajit housing society, rameshwari ring road, Nagpur-27
Nagpur

Dear Himal,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

d) Educational Information: All documents (as applicable)

1. SSC mark sheet & certificate
2. HSC mark sheet & certificate
3. Diploma (if applicable) :Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
4. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
5. Post-graduation (if applicable) : Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)

e) Professional Information: (As applicable)

1. Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
2. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
3. Latest Salary Slips for the last two months from your previous employer

f) Marriage Certificate (in case of name change for women employees)

g) Pan Card (Mandatory)

If you do not receive the link for the pre joining portal or you face any problem while uploading documents, please keep soft copy of the documents available in your personal email account. Necessary access will be provided to you on day of joining to upload documents.

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000 | Fax: +91 (20) 6703 009
CIN – L72300PN1990PLC056696
Persistent Systems Inc., 2055 Laurelwood Rd., Suite 210 Santa Clara, CA 95054 USA | Tel: +1 (408) 216 7010
Persistent Systems France SAS, 1 rue Hector Berlioz, 38600 Fontaine, France | Tel: +33 (0) 4 76 53 35 80

Offer Letter Attachments

Response

Accept the offer

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1400660/3.0

Confidential

Sep 10, 2021

Hriday Raj
Quater number 3035
sector4G
Bokaro Steel City

Dear Hriday,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008**. A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Hriday Raj**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity [C]	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/2022/L1/03

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1400893/3.0

Confidential

Sep 10, 2021

Mandeepsingh Bagga
Talav road, relies plot
Khamgaon.

Dear Mandeepsingh,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will be eventually considered towards 'Ex-gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

(as per the Company policy) –
This payment is part of your annual gross salary, the payout will be based on Annual Performance of the Company and will be governed as per prevailing CPB policy.

Performance Pay component mentioned in the salary break-up sheet will be paid as follows
- 100% of the amount will be paid on a monthly basis.
- If you are put on Performance Improvement Plan (PIP) or equivalent plan resulting out of 'on the job' observation of below expectation performance, company reserves the right to withhold this amount till you successfully complete the PIP. In case your PIP commences in a month and stretches over the next month then the Performance Pay shall be proportionately paid to you for each month for the period you were not under the PIP.
- If you are found to be not in compliance with various internal policies / guidelines / requirements within the timelines specified in the respective policies / guidelines / requirements, company reserves the right to withhold this amount every month you remain non-compliant. Such deducted performance pay would be returned to you once you are found to be in compliance, in all respects.

Offer Letter Body

Persistent

Reference: Persistent/Campus/1393602/3.0

Confidential

Sep 10, 2021

PRANJALI AMALKAR
SHRI CLINIC,BULDANA ROAD
DR. GAJANAN AMALKAR'S SHRI CLINIC,BULDANA ROAD, NANDURA
NANDURA

Dear PRANJALI,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **PRANJALI AMALKAR**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,800
2	House Rent Allow ance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/S/2022/40

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1390571/3.0

Confidential

Sep 10, 2021

Ritesh Chavan , Shivneri Chowk, Shegaon, Maharashtra

Dear Ritesh,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves theright to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salarybreak-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Ritesh Chavan** Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

Annexure-B

In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits, as applicable/ as per company policy

Privileged Leaves (PL) - 27 Days. Unused PL of ongoing year will be carried forward on an annual basis to a maximum of 21 days out of 27.
Maternity Leave (ML) - As statutory requirement
Paternity Leave (PAL) - 5 Days
Child Adoption Leave (CAL) - 10 Days
Study Leave (STL)
Long leave

Offer Letter Body

Persistent

Reference: Persistent/Campus/1416599/3.0

Confidential

Oct 20, 2021

Rushikesh Mohan Yelane
Ravankar Wada
Shivaji Nagar
Khamgaon

Dear Rushikesh,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **750,008**. Your Annual Gross Salary will be Rs. **709,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Oct 20, 2021**
Grade: **3.0**
Location: **Pune**
Name: **Rushikesh Mohan Yelane**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		20,100
2	House Rent Allowance	50%	10,050
3	Company contribution to E.P.F./Special Pay I		2,412
4	Superannuation fund/Special Pay II	15%	3,015
5	National Pension Scheme/Special Pay III	10%	2,010
6	Leave Travel Assistance	10%	2,010
7	Performance Pay	10%	2,010
8	Statutory Bonus/Ex-gratia	20%	4,020
9	Upkeep Pay		6,744
	Total to be paid monthly (M)		**52,371**
	Total for the year [M * 12] [A]		**628,452**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		5,909
	Total CPB 10% of Annual Gross Salary [B]		**70,908**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	9,648
	Annual Gross Salary [A + B + C]		**709,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**750,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/2022/R/04

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1417253/3.0

Confidential

Oct 19, 2021

Sakshi Prashant Hiwrale
Ujwak nagar
daryapur road ,akot
Akot

Dear Sakshi,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008**. A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Oct 19, 2021**
Grade: **3.0**
Location: **Pune**
Name: **Sakshi Prashant Hiwrale**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

Reference: Persistent/Campus/1390640/3.0

Confidential

Sep 10, 2021

Sudarshan Rajesh Vaidya
Ashray Nagar
Dabki Road Old City
Akola

Dear Sudarshan,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Sudarshan Rajesh Vaidya**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1393069/3.0

Confidential

Sep 10, 2021

Vedant Khandokar
Flat no : 301, K. C. Apartments, Gokul Housing Society
Opp. to Kalpataru Sabha Gruh
Nagpur

Dear Vedant,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development.** During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008.** Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Vedant Khandokar**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/2022/R/05

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1405895/3.0

Confidential

Oct 19, 2021

VIPLAV KHODE
Khond Lay-Out
Behind Bus Station, Dighdo Road
Deoli

Dear VIPLAV,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Oct 19, 2021**
Grade: **3.0**
Location: **Pune**
Name: **VIPLAV KHODE**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/2022/4/08

1

Offer Letter Body

Persistent

Reference: Persistent/Campus/1393054/3.0

Confidential

Sep 10, 2021

Yash Kulthe
Rh.No. B-28, Om Shri Ganesh Nagari, Near Ali Mazil Building, Deolai Road,
Beed Bypass, Aurangabad
Aurangabad

Dear Yash,

Subject:**Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **471,008**. Your Annual Gross Salary will be Rs. **430,008.** A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:
- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

SALARY BREAK-UP SHEET (Annexure – A)

Date: **Sep 10, 2021**
Grade: **3.0**
Location: **Nagpur**
Name: **Yash Kulthe**
Designation: **Software Engineer**

I	**Monthly Components**	**% of basic salary**	**Amount (Rs.)**
1	Basic Salary		11,800
2	House Rent Allowance	50%	5,900
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,770
5	National Pension Scheme/Special Pay III	10%	1,180
6	Leave Travel Assistance	10%	1,180
7	Performance Pay	10%	1,180
8	Statutory Bonus/Ex-gratia	20%	2,360
9	Upkeep Pay		4,608
	Total to be paid monthly (M)		**31,778**
	Total for the year [M * 12] [A]		**381,336**
II	**Variable Components**		
1	Company Performance Bonus[CPB] Per Month [M]		3,584
	Total CPB 10% of Annual Gross Salary [B]		**43,008**
III	**Annual Component**		
	Provision for your gratuity **[C]**	4%	5,664
	Annual Gross Salary [A + B + C]		**430,008**
IV	**Major Benefits [Average cost per person p.a.]**		
	Insurance* and Food* [D]		**41,000**
	Cost To Company (CTC) [A + B + C + D]		**471,008**

Yours sincerely,
For Persistent Systems
Kalpana Kudlingar
Head - Campus Talent Acquisition

TAP/M/2022/32

PLASTIC OMNIUM

Date: 03/08/2022

Abhinav Dhale
Laxmi Nagar,
Behind New Cotton Market,
Amravati - 444603

JOB OFFER LETTER

Dear Abhinav Dhale,

We are delighted to extend this offer of employment for the position of Graduate Engineer Trainee – CAD in Grade TE with Plastic Omnium, Intelligent Exterior System. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 22nd August 2022. You would report to Engineering Department Manager CAD and will be based at our office in ITC, Viman Nagar, Pune.

Please find attached details of the remuneration (as in Annexure-A) for your role and the basic terms and conditions of your employment (Annexure-B), should you accept this offer letter. Please email us a scanned copy of this offer letter (all pages) duly signed by you along with your name and date to confirm your acceptance.

We would like to have your response within 5 days of Offer Letter issued date, beyond which this offer may not be valid. This offer is subject to timely submission and subsequent verification of all documents listed in Annexure-C.

In the meantime, please feel free to contact me or your Manager via email or phone at pranali.kothe_ext@plasticomnium.com / 020-67350785, if you have any questions.

We are all looking forward to having you on our team.

Yours faithfully,

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

05/08/22
(Signature of Mr. Abhinav Dhale)

Scanned by CamScanner

ANNEXURE A:

Annexure "A"

Name	Abhinav Dhale
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Convy. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	33,728	Total Deduction	2,000
		Take Home Salary	31,728
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	37,500	Per Month	
Your CTC	4,50,000	Per Year	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

05/08/22
(Signature of Mr. Abhinav Dhale)

Scanned by CamScanner

TAP/01/2022/29

PLASTIC OMNIUM

Date: 25/07/2022

Bharati Bhosale
S.T. colony omerga,
Osmanabad - 413606

JOB OFFER LETTER

Dear Bharati Bhosale,

We are delighted to extend this offer of employment for the position of Graduate Engineer Trainee - CAD in Grade TE with Plastic Omnium, Intelligent Exterior System. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 22nd August 2022. You would report to Engineering Department Manager CAD and will be based at our office in ITC, Viman Nagar, Pune.

Please find attached details of the remuneration (as in Annexure-A) for your role and the basic terms and conditions of your employment (Annexure-B), should you accept this offer letter. Please email us a scanned copy of this offer letter (all pages) duly signed by you along with your name and date to confirm your acceptance.

We would like to have your response within 5 days of Offer Letter issued date, beyond which this offer may not be valid. This offer is subject to timely submission and subsequent verification of all documents listed in Annexure-C.

In the meantime, please feel free to contact me or your Manager via email or phone at pranali.kothe_ext@plasticomnium.com / 020-67350785, if you have any questions.

We are all looking forward to having you on our team.

Yours faithfully,

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

28/7/2022
(Signature of Ms. Bharati Bhosale)

Scanned by TapScanner

ANNEXURE A:

Annexure "A"

Name	Bharati Bhosale
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Convy. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	33,728	Total Deduction	2,000
		Take Home Salary	31,728
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	37,500	Per Month	
Your CTC	4,50,000	Per Year	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

28 Jul 2022
(Signature of Ms. Bharati Bhosale)

Scanned by TapScanner

TAP/M/2022/30

PLASTIC OMNIUM

Date: 05/08/2022

Harish Deshmukh
At Palshi KD Post Palshi BK
Taluka Khamgaon,
Buldhana - 444303

JOB OFFER LETTER

Dear Harish Deshmukh,

We are delighted to extend this offer of employment for the position of **Graduate Engineer Trainee – CAD** in Grade TE with Plastic Omnium, Intelligent Exterior System. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 22nd August 2022. You would report to Engineering Department Manager CAD and will be based at our office in ITC, Viman Nagar, Pune.

Please find attached details of the remuneration (as in Annexure-A) for your role and the basic terms and conditions of your employment (Annexure-B), should you accept this offer letter. Please email us a scanned copy of this offer letter (all pages) duly signed by you along with your name and date to confirm your acceptance.

We would like to have your response within 5 days of Offer Letter issued date, beyond which this offer may not be valid. This offer is subject to timely submission and subsequent verification of all documents listed in Annexure-C.

In the meantime, please feel free to contact me or your Manager via email or phone at pranali.kothe_ext@plasticomnium.com / 020-67350785, if you have any questions.

We are all looking forward to having you on our team.

Yours faithfully,

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

(Signature of Mr. Harish Deshmukh)

ANNEXURE A:

Annexure "A"

Name	Harish Deshmukh
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Convy. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	33,728	Total Deduction	2,000
		Take Home Salary	31,728
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	37,500	Per Month	
Your CTC	4,50,000	Per Year	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

(Signature of Mr. Harish Deshmukh)

TAP/M/2022/33

PLASTIC OMNIUM

Date: 19/08/2022

Krushna Khade
Shaktidham Colony,
Near Narsing School,
Akot, Akola 444101

JOB OFFER LETTER

Dear Krushna Khade,

We are delighted to extend this offer of employment for the position of **Graduate Engineer Trainee – CAD** in Grade TE with Plastic Omnium, Intelligent Exterior System. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **22nd August 2022**. You would report to **Engineering Department Manager CAD** and will be based at our office in ITC, Viman Nagar, Pune.

Please find attached details of the remuneration (as in Annexure-A) for your role and the basic terms and conditions of your employment (Annexure-B), should you accept this offer letter. Please email us a scanned copy of this offer letter (all pages) duly signed by you along with your name and date to confirm your acceptance.

We would like to have your response within 5 days of Offer Letter issued date, beyond which this offer may not be valid. This offer is subject to timely submission and subsequent verification of all documents listed in Annexure-C.

In the meantime, please feel free to contact me or your **Manager** via email or phone at pranali.kothe_ext@plasticomnium.com / 020-67350785, if you have any questions.

We are all looking forward to having you on our team.

Yours faithfully,

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

(Signature of Mr. Krushna Khade)

ANNEXURE A:

Annexure "A"

Name	Krushna Khade
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Convy. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	33,728	Total Deduction	2,000
		Take Home Salary	31,728
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	37,500	Per Month	
Your CTC	4,50,000	Per Year	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

(Signature of Mr. Krushna Khade)

ANNEXURE B:

Name:	Krushna Khade
Address:	Shaktidham Colony,Near Narsing School, Akot, Akola 444101
Employing Company:	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
Commencement Date:	22nd August 2022
Position Title: (to be used in visiting cards and email signatures)	Engineering Engineer CAD Graduate
Local title: (only for contractual purposes)	Graduate Engineer Trainee – CAD
Local Grade:	TE
Reporting to:	Engineering Department Manager CAD
Place of Work:	ITC, Viman Nagar, Pune
Probationary Period / Training Period:	1 year
Notice period:	3 months
Working hours:	First Shift: 6:45 am To 3:45 pm General Shift: 9:00 am To 6:15 pm Second Shift: 3:15 pm To 12:15 am Weekly Off- Saturday & Sunday
Holiday Period:	1st January to 31st December
Holiday Entitlement (in addition to local public holidays):	16 Paid leaves 8 Casual leaves

ANNEXURE C:

- Original certificates proving educational qualification and mark-sheets (10th, 12th, degree(s)/diploma)
- Original Identification documents - PAN Card, Aadhaar Card, Passport
- Experience certificate/reliving letters from previous employer(s)
- Salary slips from previous employer for last 3 months

Digital copies of all above to be sent to HR via email at least 1 month before date of joining. All originals to be produced on the day of joining

TAP/M/2022/31

PLASTIC OMNIUM

Date: 05/08/2022

Ritik Barwad
At. Ta Seloo, Dist. Wardha,
Maharashtra - 442104

JOB OFFER LETTER

Dear Ritik Barwad,

We are delighted to extend this offer of employment for the position of Graduate Engineer Trainee - CAD in Grade TE with Plastic Omnium, Intelligent Exterior System. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 22nd August 2022. You would report to Engineering Department Manager CAD and will be based at our office in ITC, Viman Nagar, Pune.

Please find attached details of the remuneration (as in Annexure-A) for your role and the basic terms and conditions of your employment (Annexure-B), should you accept this offer letter. Please email us a scanned copy of this offer letter (all pages) duly signed by you along with your name and date to confirm your acceptance.

We would like to have your response within 5 days of Offer Letter issued date, beyond which this offer may not be valid. This offer is subject to timely submission and subsequent verification of all documents listed in Annexure-C.

In the meantime, please feel free to contact me or your Manager via email or phone at pranali.kothe_ext@plasticomnium.com / 020-67350785, if you have any questions.

We are all looking forward to having you on our team.

Yours faithfully,

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

09/08/2022

(Signature of Mr. Ritik Barwad)

ANNEXURE A:

Annexure "A"

Name	Ritik Barwad
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Conv. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	33,728	Total Deduction	2,000
		Take Home Salary	31,728
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	37,500	Per Month	
Your CTC	4,50,000	Per Year	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Sonal Rane
Human Resource Manager

09/08/2022

(Signature of Mr. Ritik Barwad)

ANNEXURE B:

Name:	Ritik Barwad
Address:	At. Ta Seloo, Dist. Wardha, Maharashtra - 442104
Employing Company:	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
Commencement Date:	22nd August 2022
Position Title: (to be used in visiting cards and email signatures)	Engineering Engineer CAD Graduate
Local title: (only for contractual purposes)	Graduate Engineer Trainee - CAD
Local Grade:	TE
Reporting to:	Engineering Department Manager CAD
Place of Work:	ITC, Viman Nagar, Pune
Probationary Period / Training Period:	1 year
Notice period:	3 months
Working hours:	First Shift: 6:45 am To 3:45 pm General Shift: 9:00 am To 6:15 pm Second Shift: 3:15 pm To 12:15 am Weekly Off- Saturday & Sunday
Holiday Period:	1st January to 31st December
Holiday Entitlement (in addition to local public holidays):	16 Paid leaves 8 Casual leaves

ANNEXURE C:

- Original certificates proving educational qualification and mark-sheets (10th, 12th, degree(s)/diploma)
- Original Identification documents - PAN Card, Aadhaar Card, Passport
- Experience certificate/reliving letters from previous employer(s)
- Salary slips from previous employer for last 3 months

Digital copies of all above to be sent to HR via email at least 1 month before date of joining. All originals to be produced on the day of joining

RBarwad
09/08/2022

TAP/01/2022/24

from: **TPO SSGMCE Shegaon** <tpossgmce@gmail.com>

to: deshmukhharish555@gmail.com,jivan ambhore <jivam2020@gmail.com>,kapilhv@gmail.com,khadekrushna123@gmail.com, mayurmahajan2283@gmail.com,roshanladole6415@gmail.com,shubhamchhadi99@gmail.com,sohillshekh2505@gmail.com,connect.sum vaibhavdeshmukh1913@gmail.com,prraut42@gmail.com,shubhamtayade1702@gmail.com,varunkukadkar12@gmail.com,chitralekhabele rutikkuntawar@gmail.com,rishabhturkar30@gmail.com,shubhamkhandare119@gmail.com,bhushanrothe2001@gmail.com,shubhamgawa tushar0911mj@gmail.com,dpchaure@gmail.com,swapnildabhade088@gmail.com,akshaykachole9096@gmail.com,avhalesumit@gmail.c

bcc: principal <principal@ssgmce.ac.in>,deanacademic@ssgmce.ac.in,deanexams@ssgmce.ac.in,Registrar <registrar@ssgmce.ac.in>,HOD E <hod_extc@ssgmce.ac.in>,HOD MECH <hod_mech@ssgmce.ac.in>,HOD ELPO <hod_elpo@ssgmce.ac.in>,HOD CSE <hod_cse@ssgr HOD ASH <hod_ash@ssgmce.ac.in>,hod_it <hod_it@ssgmce.ac.in>,"Mrs.Harshali S.Patil" <harshalia83@gmail.com>,sumit muddalkar <sumitmuddalkar@gmail.com>,pawankale1989@yahoo.co.in,Mukesh Chavan <chavanmukesh38@gmail.com>,vinaythute <vinaythute@ Nilesh Khandare <nilesh.khandare21@gmail.com>,Kalyani Sable <sable.kalyani@gmail.com>,Trikal Sir <trikalsp2020@gmail.com>,sbpa Santosh Patil Sir <sp54093@gmail.com>,sudhir paraskar <srparaskar@gmail.com>,Amitkumar Manekar <asmssgmcoe@gmail.com>,Ma <mntibdewal@gmail.com>,"N. A. Patil Sir" <napatil63@gmail.com>,napshegaon@rediffmail.com,rmkharate73@gmail.com,rmkharate <rmkharate@rediffmail.com>,Sachin Bhagat <sachinvbhagat@gmail.com>

date: May 5, 2022, 4:17 PM

subject: Result of Rucha Engineers Pvt.Ltd. Placement Drive held at SSGMCE Shegaon on 29th April 2022.

mailed-by: gmail.com

Dear All,

We are happy to share with you that the following BE Final Year Mechanical Engineering 2022 batch students have been selected as Trainee Engineer and BE Third Year Mechanical Engineering 2023 batch students have been selected for Internship Programme in the **Rucha Engineers Pvt. Ltd., Aurangabad** held on 29th April 2022 at SSGMCE Shegaon.

List of BE Final Year Mechanical Engineering SSGMCE Shegaon students selected as Trainee Engineer through Campus Interviews held at SSGMCE Shegaon on 29th April 2022

SN	Name of Candidate	Mobile Number	Email ID of the Candidate
1	Harish Deepakrao Deshmukh	9325966128	deshmukhharish555@gmail.com
2	Jivan Sudhakar Ambhore	9130702394	jivam2020@gmail.com
3	Kapil Hansraj Wawre	9420498334	kapilhv@gmail.com
4	Krushna Mohan Khade	7350749183	khadekrushna123@gmail.com
5	Mayur Nilesh Mahajan	9588662283	mayurmahajan2283@gmail.com
6	Roshan P. Ladole	9860116719	roshanladole6415@gmail.com
7	Shubham Ashoksingh Chhadi	7218203639	shubhamchhadi99@gmail.com
8	Sohil Latif Shekh	9527938058	sohillshekh2505@gmail.com
9	Sumit Thakare	7057121398	connect.sumitthakare@gmail.com
10	Vaibhav Vijay Deshmukh	8552051913	vaibhavdeshmukh1913@gmail.com
11	Praddumna Raut	7028731368	prraut42@gmail.com
12	Shubham Tayade	7798113461	shubhamtayade1702@gmail.com
5	Kunal Dhanraj Chavan	9511644960	kunalchavan1999.kc12@gmail.com

List of BE Third Year Mechanical Engineering students of SSGMCE selected for Internship			
SN	Name of Candidate	Mobile Number	Email ID of the Candidate
1	Varun Jayant Kukadkar	7741093922	varunkukadkar12@gmail.com
2	Mitali Dinesh Bele	9765628072	chitralekhabele2001@gmail.com
3	Ritik Pradip Kuntawar	9284927636	Ritikkuntawar@gmail.com
4	Rishabh Umesh Turkar	7666203590	rishabhturkar30@gmail.com
5	Shubham Dagadu Khandare	9260415463	shubhamkhandare119@gmail.com
6	Bhushan Gajanan Rothe	9325574410	bhushanrothe2001@gmail.com
7	Shubham Vasantrao Gawande	7058788128	shubhamgawande0511@gmail.com
8	Tushar Manoj Joshi	8103773432	tushar0911mj@gmail.com
9	Darshan Prashant Chaure	7721856157	dpchaure@gmail.com
10	Swapnil Dabhade	8999296760	swapnildabhade088@gmail.com
11	Akshay Kachole	8623054889	akshaykachole9096@gmail.com
12	Sumit Santosh Avhale	8483973050	avhalesumit@gmail.com

We Congratulate all the above selects!!!

Dr. Vinay Thute
Training and Placement Officer,
Shri Sant Gajanan Maharaj College of Engineering,
Shegaon-444203
Dist: Buldana(M.S.)India
Cell : +91 94229 26420

TAP/2022/11/63

SIGNZY

Date:11/03/2022

Name :- Mandeep Bagga

Mob :- 9011585051

Email Id:- mandeepab51@gmail.com

Dear Mandeep Bagga,

This refers to your application for appointment as a **Fullstack Engineer (Intern)** Apprentice / Trainee in our organization Signzy ("**Company**") and subsequent interview followed by discussions in respect of terms of appointment, wherein both the parties agreed on the following terms and conditions recorded below:

Terms and Conditions

1.	Duration of Training	Your apprenticeship/ Training period ("**Internship**") shall be for a period of **03 Months**. On the expiry of the above tenure, your internship will automatically come to an end without any further notice or communication. The renewal of the duration of Internship period shall be at the discretion of the Company, confirmed in writing.
2.	Commencement of Training	Your Internship will commence w.e.f **14th March, 2022.**
3.	Non-Disclosure and Confidentiality	During the course of your Internship, you may be given access to client information of the Company which may include, but is not limited to, the following: trade secrets, proprietary information, customer information, customer lists, methods, plans, documents, data, drawings, manuals, notebooks, reports, models, inventions, formulas, processes, software, information systems, contracts, negotiations, strategic planning, proposals, business alliances, and training materials that may relate to privacy of individuals ("**Private and Confidential Information**") . Private and Confidential Information shall also include any such information that is disclosed in an unwritten form and documents and/or information generated by you. In connection with the Internship, you understand and agree to the following: a. You shall not at any time, both during and after your Internship ends communicate/divulge/copy/release to any person/ company/firm/establishment, any knowledge, information, methods, ideas etc. concerning the Company, which you might acquire during the tenure of your Internship.

SIGNZY

b. You further recognize and agree, that you may become aware of non-public information of a personal nature about employees or associates, including, without limitation, actions, omissions, statements, or personally identifiable medical, family, financial, social, behavioral, or other personal or private information. You will not disclose any such information that you learn in this Internship to any other person or entity, unless required by applicable law or legal process.

4. Intellectual Property Rights

The Company shall retain all rights, title and interest in and to the trademarks, all present and future patent, copyright, confidential information, database rights, rights in designs, know-how, service marks, trade and business names, domain names, trade secret and all other Intellectual Property Rights and any derivative works thereof. You shall not obtain or claim any rights or interest in the trademarks or any Intellectual Property Rights on any work done for the Company during the term of your Internship.

5. Breach and liability

You acknowledge that a breach of Clause. 3 & 4 will cause irreparable injury to the Company and accordingly, you agree that, in the event of a breach of the provisions hereof by you, Company shall be entitled to injunctiveandotherequitablereliefinadditiontoanyotherremedieswhich may be available to Company. However, your Internship with the Company shall be terminated forthwith upon happening of such event as mentioned in Clause. 3 & 4 above.

6. Leave and Holidays

You will be entitled to **Saturday & Sunday Days Off.**

7. Compensation

Your compensation during the period of internship shall be **Rs. 35,000/- (Rupees Thirty five Thousand Only) per month.**

i.e., Rs.30,000/- fixed + Rs.5,000/- based on monthly performance.

8. Scope of Employment

a) On successful completion of Internship and on obtaining Certificate of Training you may apply for employment in the Company provided there exists a vacancy.

b) The above training will neither create any right of employment or right of preference in the Company.

c) In addition, you agree that, upon conclusion of your Internship, you will immediately return to the Company all of its property, equipment,and documents,including electronically stored information.

SIGNZY

9. Other Benefits — You will not be entitled to any other benefit as admissible to permanent employees of the Company.

By accepting these terms, you agree that throughout your Internship, you will observe all policies and general practices governing the conduct of our business including our policies prohibiting discrimination and harassment. This letter sets forth the complete terms and supersedes and replaces any prior in consistent statements or discussions. It may be changed only by a subsequent written agreement. Please confirm the above terms having been understood and agreed upon by you by signing (making your endorsement) below.

Ankur Pandey



Designation: Director

Mandeep Bagga

Designation: Full stack Engineer Intern
Job Location: Bangalore
Date:

TAP/U/2022/79

Nidhi Suresh Raut- Trainee-Offer-SY01

1 message

Sachin N S <sachinns@synedynesystems.com> Wed, 6 Apr 20
To: rautnidhi825@gmail.com
Cc: Abhinav A Kalamdani (Synedyne Systems) <Abhinav@synedynesystems.com>, Venkat Krishnan (Synedyne Systems) <Venkat.Krishnan@synedynesystems.com>, (Aditya Auto - Corporate) <rameshpai@adityaauto.com>

Dear Ms.Nidhi Suresh Raut,

This offer is based on the discussion we had with you. We are pleased to offer you a provisional offer for the post mentioned above wef **02.05.2022** A formal letter o appointment will be issued to you upon your joining duty. Your salary is **Rs.24,000/- p.m.** and CTC will be **Rs. 3,71,308 /- p.a** as agreed. Your place of reporting will Synedyne Systems Office, Bommasandra, Bangalore.

At the time of joining duty, you are requested to produce the following:

1. Passport size colour photograph - 4 Nos;
2. One set of testimonials (Xerox) along with Original certificates for verification;
3. Copy of ID & Address proof;
4. Bank Pass Book / Cancelled Cheque Leave;
5. Medical fitness certificate; Second dose COVID vaccination certificate.
6. ID Proof of Dependents (Spouse & Children).

We take this opportunity to welcome you to Synedyne family and further wish you a long and happy association with us.

Thanks & Regards

Sachin N S

Sr.Executive-HR

Mobile: 91-9986665631

SYNEDYNE

Synedyne Systems Pvt. Ltd

No. 261, SR Square, Henagara Road, Near Biocon Park

Bommasandra Indl Area, Jigani Link Road

Bengaluru – 560105. Karnataka , INDIA

Web: www.synedynesystems.com

Directions: https://goo.gl/maps/1MoxsSUB4kJzQ77U7

TAP/2022/R/09

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213675680/Pune
Date: 12/11/2021

Mr. Abhishek Sandip Moharir
311, ' Prabhukrupa ' , Bhoot Bangla, Shegaon,
Near Murarka High School,
Shegaon-444203,
Maharashtra.
Tel# 91-9067159905

Dear Abhishek Sandip Moharir,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

Withdrawal of Offer

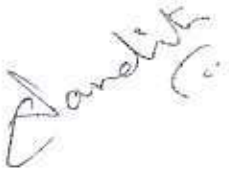
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TAP/2022/LJ/23

Offer: Computer Consultancy
Ref: TCSL/CT20213708812/Pune
Date: 12/11/2021

Mr. Aditya Ambadas Kathane
Ashok NagarNew Town,
Badnera,
Badnera-444701,
Maharashtra.
Tel# 91-

Dear Aditya Ambadas Kathane,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Aditya Ambadas Kathane**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

TAIP/2022/LI/24

Offer: Computer Consultancy
Ref: TCSL/CT20213716467/Pune
Date: 12/11/2021

Mr. Akash Ganeshrao Chandere
271, Panchashil NagarBhatena 1,
Behind Umiya Mata Temple,
Surat-395003,
Gujrat.
Tel# 91-8698770812

Dear Akash Ganeshrao Chandere,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

TCS Confidential
TCSL/CT20213716467

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA



GROSS SALARY SHEET **Annexure 1**

Name	**Akash Ganeshrao Chandere**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

TAP/2022/R/10

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213675192/Pune
Date: 02/11/2021

Mr. Akshaykumar Prakash Bhople
Near Police Station, Tq. Nandura, Dist. Buldhana,
Police Station,
Nandura-443404,
Maharashtra.
Tel# 91-7020295436

Dear Akshaykumar Prakash Bhople,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/1 29, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** 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 INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Food Card**
   You will be eligible for a Food Card. It can be 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 INR **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.

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

Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TAP/2022/S/14

Offer: Computer Consultancy
Ref: TCSL/CT20192836759/Pune
Date: 12/11/2021

Ms. Anuksha Narendra Raut
Burande Layout, Ward No.02Arvi Road,
Reliance Tower,
Wardha-442001,
Mah?R?Shtra.
Tel# 91-9765275676

Dear Anuksha Narendra Raut,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Anuksha Narendra Raut**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

TAP/2022/R/11

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213745682/Pune
Date: 13/11/2021

Mr. Anurag Tiwari
Lal Chowki, Malviya Colony, Street No.3, Khandwa, M.P.,
Lal Chowki,
Khandwa-450001,
Madhya Pradesh.
Tel# -

Dear Anurag Tiwari,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

M/01

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213697431/Pune
Date: 13/11/2021

Mr. Ayush Rajput
Madhavnagar ColonyMadhavnagar Colony,
Rahatgaon Road,
Timarni District Harda Madh-461228,
Madhya Pradesh.
Tel# 91-8964837791

Dear Ayush Rajput,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Ayush Rajput**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

TAP/2022/S/15

Offer: Computer Consultancy
Ref: TCSL/CT20213737048/Pune
Date: 13/11/2021

Mr. Charan Mohan Kakad
06,
Near Sarda College,
Anjangaon Surji-444705,
Maharashtra.
Tel# -

Dear Charan Mohan Kakad,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

TCS Confidential
TCSL/CT20213737048

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

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Charan Mohan Kakad**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

TCS Confidential
TCSL/CT20213737048

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

TAP/2022/R/12

Offer: Computer Consultancy
Ref: TCSL/CT20213733642/Pune
Date: 12/11/2021

Ms. Chetakshi Hemraj Hajare
57,Chandrabhaga Nagar, Hudkeshwar Road, Nagpur,
Near Hanuman Mandir,
Nagpur-440034,
Maharashtra.
Tel# 91-8379022977

Dear Chetakshi Hemraj Hajare,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Chetakshi Hemraj Hajare**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

Offer: Computer Consultancy
Ref: TCSL/CT20213677295/Pune
Date: 12/11/2021

Ms. Deepali Rameshwar Masne
Ghatpuri Road Near Water Tank Dattawadi Khamgaon,
Saraswati Mandir, Near Water Tank,
Khamgaon-444303,
Maharashtra.
Tel# 91-8275832235

Dear Deepali Rameshwar Masne,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	Deepali Rameshwar Masne
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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

JAP/2022/R/14

Offer: Computer Consultancy
Ref: TCSL/DT20217787785/Pune
Date: 12/11/2021

Ms. Disha Vipinkumar Gupta
ShridattkrupaTalav Road,
Amrut Bagh,
Khamgaon-444303,
Mahashtra.
Tel# 91-9834890728

Dear Disha Vipinkumar Gupta,

Sub: Letter of Offer

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

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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

Withdrawal of Offer

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Disha Vipinkumar Gupta**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/16

Offer: Computer Consultancy
Ref: TCSL/CT20213709724/Pune
Date: 12/11/2021

Mr. Divyanshu Raj
S/O Vikash Kumar 527 A, Patel Nager, Nala Par Kumhartoli,
Near Ssvm Public School,
Hazaribagh-825301,
Jharkhand.
Tel# 91-9430141542

Dear Divyanshu Raj,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Divyanshu Raj**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/CT20213723071/Pune
Date: 13/11/2021

Ms. Dnyaneshwari Tulshidas Dhage
At Post-Chincholi ,Tq-Shegaon,Dist-BuldhanaKhamgaon,
Near Mauli College,Khamgaon Road,
Shegaon-444203,
Maharashtra.
Tel# -

Dear Dnyaneshwari Tulshidas Dhage,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Dnyaneshwari Tulshidas Dhage**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

JAP/2022/R/15

Offer: Computer Consultancy
Ref: TCSL/DT20218121423/Pune
Date: 12/11/2021

Ms. Gargi Anand Tela
AyodhyaHanuman Ward,
Vivekanand Colony,
Umarkhed-445206,
Maharashtra.
Tel# 91-8408099101

Dear Gargi Anand Tela,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential
TCSL/DT20218121423

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Gargi Anand Tela**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LJ/26

Offer: Computer Consultancy
Ref: TCSL/DT20218119962/Pune
Date: 12/11/2021

Ms. Gayatri Narendra Dhote
T-2 , Gitai Apartment , Pooja Complex ,Gaurakshan Road,
Near Jagdamba Mata Mandir,
Akola-444004,
Maharashtra.
Tel# -

Dear Gayatri Narendra Dhote,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Gayatri Narendra Dhote**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20218119962

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

JAP/2022/LJ/27

Offer: Computer Consultancy
Ref: TCSL/DT20218194648/Pune
Date: 12/11/2021

Ms. Jagruti Nagesh Bisen
In Front Of Bharat Driving School,Tirora Road,
Lohiya Ward,
Gondia-441614,
Maharashtra.
Tel# -

Dear Jagruti Nagesh Bisen,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA



GROSS SALARY SHEET

Annexure 1

Name	**Jagruti Nagesh Bisen**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/16

Offer: Computer Consultancy
Ref: TCSL/CT20213717025/Pune
Date: 13/11/2021

Ms. Kiran Sopan Lande
At Post Dighi, Tq - Nandura, Dist - Buldana,
Near Bus Stop,Dighi,
Buldhana-443401,
Maharashtra.
Tel# 91-8329818192

Dear Kiran Sopan Lande,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Kiran Sopan Lande
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/U/28

Offer: Computer Consultancy
Ref: TCSL/CT20213720619/Pune
Date: 12/11/2021

Ms. Laxmi Vinayak Harne
At. Sirsoli Tq. Telhara Dist. AkolaMain Road Sirsoli,
Mahadev Temple,
Sirsoli-444126,
Maharastra.
Tel# 91-9022007864

Dear Laxmi Vinayak Harne,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	**Laxmi Vinayak Harne**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/17

Offer: Computer Consultancy
Ref: TCSL/CT20213713113/Pune
Date: 13/11/2021

Ms. Mansi Vasant Parturkar
Gmc Quarters,House No.1Gorakshan Road,
Nehru Park,
Akola-444001,
Maharashtra.
Tel# 91-8830206116

Dear Mansi Vasant Parturkar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Mansi Vasant Parturkar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/U/29

Offer: Computer Consultancy
Ref: TCSL/CT20213696079/Pune
Date: 12/11/2021

Mr. Omkar Pramod Bodhe
Benind Deshpande Petrol PumpNear Bodhane Adovacate House,
Anandwan Chowk,
Warora-442907,
Maharashtra.
Tel# 91-9518528122

Dear Omkar Pramod Bodhe,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Omkar Pramod Bodhe**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LL/30

Offer: Computer Consultancy
Ref: TCSL/CT20213730598/Pune
Date: 12/11/2021

Mr. Omkar Sunil Kulkarni
Uttam Value Steel Colony M6 G-10Bhugaon,
Link Road,
Wardha-442001,
Maharashtra.
Tel# 91-7720913584

Dear Omkar Sunil Kulkarni,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

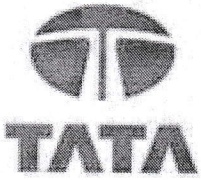
For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	**Omkar Sunil Kulkarni**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LJ/31

Offer: Computer Consultancy
Ref: TCSL/CT20213720704/Pune
Date: 12/11/2021

Ms. Pallavi Anil Bharsakle
115Main Road Sirsoli,
Z.P. School,
Sirsoli-444126,
Maharashtra.
Tel# -9604518394

Dear Pallavi Anil Bharsakle,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Pallavi Anil Bharsakle**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/CT20213720704

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/U/32

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213720708/Pune
Date: 13/11/2021

Ms. Prajakta Janardan Sangle
At+Post. Morgaon Bhakare, Tq+District.Akola,
Morgaon Bhakare,
Akola-444109,
Maharashtra.
Tel# 91-8007004267

Dear Prajakta Janardan 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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Prajakta Janardan Sangle**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TAP/2022/LI/33

Offer: Computer Consultancy
Ref: TCSL/CT20213704593/Pune
Date: 12/11/2021

Mr. Pranav Mahendra Bhople
SawaliTelhara Road,
Shantai Nagar,
Hiwarkhed-444103,
Maharashtra.
Tel# -

Dear Pranav Mahendra Bhople,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Pranav Mahendra Bhople**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive** **		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LJ/34

Offer: Computer Consultancy
Ref: TCSL/CT20213681670/Pune
Date: 13/11/2021

Ms. Pranjali Gajanan Amalkar
Shri Clinic, Buldana Road, Nandura.Shri Clinic, Buldana Road,
Shri Clinic, Buldana Road,
Nandura-443404,
Maharashtra.
Tel# 91-9850725314

Dear Pranjali Gajanan Amalkar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Pranjali Gajanan Amalkar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/19

Offer: Computer Consultancy
Ref: TCSL/CT20213722829/Pune
Date: 12/11/2021

Mr. Prasad Uday Jawadekar
Q No-2,Eknath Bhavan,Ssgmce,Shegaon,
Ssgmce,Shegaon,
Shegaon-444203,
Maharashtra.
Tel# -

Dear Prasad Uday Jawadekar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Prasad Uday Jawadekar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/18

Offer: Computer Consultancy
Ref: TCSL/CT20213635610/Pune
Date: 12/11/2021

Mr. Prasad Pramod Ugale
House No 7Janori Road,
Patwari Colony,
Shegaon-444203,
Maharashtra.
Tel# 91-8421164321

Dear Prasad Pramod Ugale,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1095, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

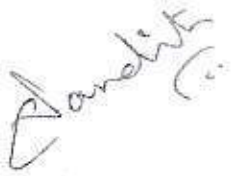
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Prasad Pramod Ugale**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/M/02

Offer: Computer Consultancy
Ref: TCSL/CT20213688057/Pune
Date: 12/11/2021

Mr. Prasanna Sandeep Patil
07Balapur Road,
Gajanan Society,
Shegaon-444203,
Maharashtra.
Tel# 91-7620721732

Dear Prasanna Sandeep Patil,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Prasanna Sandeep Patil**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/17

Offer: Computer Consultancy
Ref: TCSL/CT20213743665/Pune
Date: 13/11/2021

Mr. Pratik Ashok Unhale
34 Swapna,
Rokdiya Nagar,
Shegaon-444203,
Maharashtra.
Tel# -

Dear Pratik Ashok Unhale,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Pratik Ashok Unhale**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/53

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213739292/Pune
Date: 12/11/2021

Ms. Pratiksha Dattu Dake
At.Manjargaon, Post.Roshangaon, Tq.Badnapur, Dist.Jalna(431202)Jalna-Aurangabad Highway,
Manjargaon Gadhi,
Badnapur-431202,
Maharashtra.
Tel# 91-7620501206

Dear Pratiksha Dattu Dake,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Pratiksha Dattu Dake
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20218317510/Pune
Date: 13/11/2021

Mr. Priyatosh Partho Chatterjee
Flat No. 103, Poonam ResidencyMadhav Nagar, Khat Road,
Near Lalaji Lawns,
Bhandara-441904,
Maharashtra.
Tel# 91-9665743079

Dear Priyatosh Partho Chatterjee,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET **Annexure 1**

Name	**Priyatosh Partho Chatterjee**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive** **		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/19

Offer: Computer Consultancy
Ref: TCSL/CT20192823061/Pune
Date: 12/11/2021

Mr. Raj Shyam Udapurkar
Lane No 3 Gajanan Nagar Dabki Road AkolaLane No 3 Gajanan Nagar Dabki Road Akola,
Old City,
Akola-444001,
Maharashtra.
Tel# -

Dear Raj Shyam Udapurkar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Raj Shyam Udapurkar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/20

Offer: Computer Consultancy
Ref: TCSL/CT20213709357/Pune
Date: 12/11/2021

Ms. Rasika Rajendra Wadhonkar
Madhu Prabha ,Jatharpeth Jyoti Nagar Behind Siddhivinayak Temple,AkolaJatharpeth Jyoti Nagar,
Jatharpeth Jyoti Nagar,
Akola-444005,
Maharashtra.
Tel# 91-8793745109

Dear Rasika Rajendra Wadhonkar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Rasika Rajendra Wadhonkar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LI/35

Offer: Computer Consultancy
Ref: TCSL/CT20213675577/Pune
Date: 12/11/2021

Mr. Ritanshu Manohar Khatke
29Sonal Colony Sheagaon Rahatgaon Raod, Amravati,
Opposoite Of Gupta Cement Depot,
Amravati-444604,
Maharashtra.
Tel# 91-8669647969

Dear Ritanshu Manohar Khatke,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Ritanshu Manohar Khatke**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/22

Offer: Computer Consultancy
Ref: TCSL/CT20203109188/Pune
Date: 12/11/2021

Ms. Sakshi Prashant Hiwrale
Ujwal Nagar,
Daryapur Road,
Akot-444101,
Maharashtra.
Tel# 91-9673146112

Dear Sakshi Prashant Hiwrale,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Sakshi Prashant Hiwrale
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/21

Offer: Computer Consultancy
Ref: TCSL/CT20213701137/Pune
Date: 12/11/2021

Ms. Sakshi Anand Dhanuka
Sadguru NagarSadguru Nagar , Nr. Murarka College,
Nr. Murarka College,
Shegaon-444203,
Maharashtra.
Tel# 91-9370574523

Dear Sakshi Anand Dhanuka,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

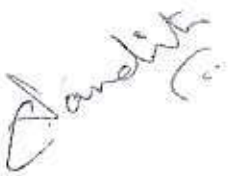
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Sakshi Anand Dhanuka**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/20

Offer: Computer Consultancy
Ref: TCSL/CT20192817565/Pune
Date: 13/11/2021

Ms. Sakshi Sunil Kshirsagar
Near Mauli Building ,Gajanan Nagar,
Ward No 17,
Chikhli-443201,
Maharashtra.
Tel# -

Dear Sakshi Sunil Kshirsagar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Sakshi Sunil Kshirsagar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/23

Offer: Computer Consultancy
Ref: TCSL/CT20213736847/Pune
Date: 13/11/2021

Ms. Sakshi Sanjay Thombare
Mahatma Jyotiba Phule Chauk, Karanja(Lad), Dist. Washim,
Near Old Phc,
Karanja-444105,
Maharashtra.
Tel# -

Dear Sakshi Sanjay Thombare,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Sakshi Sanjay Thombare**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/CT20213736847

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LI/36

Offer: Computer Consultancy
Ref: TCSL/CT20213722893/Pune
Date: 12/11/2021

Ms. Sanika Pramod Deshmukh
Civil Line Near B/C Daryapur , Dist:Amt,
Police Station Daryapur,
Daryapur-444803,
Maharastra.
Tel# -7588085702

Dear Sanika Pramod Deshmukh,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Sanika Pramod Deshmukh**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive** **		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

JAP/2022/R/24

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20218111859/Pune
Date: 12/11/2021

Ms. Sejal Sunil Hashani
112, Panchwati Nehru Colony, HardaNehru Colony,
Opp Dr Sengar'S Clinic,
Harda-461331,
Madhya Prdesh.
Tel# 91-9425044371

Dear Sejal Sunil Hashani,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Sejal Sunil Hashani**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20218111859

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LI/37

Offer: Computer Consultancy
Ref: TCSL/CT20213666864/Pune
Date: 12/11/2021

Mr. Shailesh Ramesh Gawande
Ward No.1Jalamb Road,
I.T.I College,
Khamgaon-444303,
Maharashtra.
Tel# 91-9021821095

Dear Shailesh Ramesh Gawande,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Shailesh Ramesh Gawande**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/25

Offer: Computer Consultancy
Ref: TCSL/CT20213688635/Pune
Date: 12/11/2021

Ms. Shital Kamlakar Patil
Plot No. 21, Chintamani Nagar, Near Godbole Plot,
Dabki Road, Akola,
Akola-444002,
Maharashtra.
Tel# -

Dear Shital Kamlakar Patil,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Shital Kamlakar Patil
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/26

Offer: Computer Consultancy
Ref: TCSL/CT20213719707/Pune
Date: 02/11/2021

Ms. Shivani Sanjay Joshi
Keshavraj Vetal, AkotKeshavraj Vetal,Akot,
Keshavraj Vetal, Akot,
Akot-444101,
Maharashtra.
Tel# -

Dear Shivani Sanjay Joshi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Shivani Sanjay Joshi
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/21

Offer: Computer Consultancy
Ref: TCSL/CT20213606036/Pune
Date: 13/11/2021

Ms. Shreya Satish Parkhe
Gayatri Apartment, Flat No 12Kaulkhed Road,
Gayatri Nagar,
Akola-444001,
Maharashtra.
Tel# 91-9371594835

Dear Shreya Satish Parkhe,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA



GROSS SALARY SHEET **Annexure 1**

Name	**Shreya Satish Parkhe**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/27

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213743739/Pune
Date: 13/11/2021

Mr. Shreyas Shrikant Patil
Matkari Galli,,
Near Bus Stand,
Shegaon-444203,
Maharashtra.
Tel# 91-7020650227

Dear Shreyas Shrikant Patil,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Shreyas Shrikant Patil**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LI/38

Offer: Computer Consultancy
Ref: TCSL/CT20213718605/Pune
Date: 12/11/2021

Ms. Shubhada Anand Ingle
Sanjeevani Colony, Shegaon Road, KhamgaonBack Side Of Rana Lucky Highschool,Khamgaon,
Near Hanuman Temple,
Khamgaon-444303,
Maharashtra.
Tel# -

Dear Shubhada Anand Ingle,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ***₹5,914/-*** *per month. While restructuring your BoB amount to* various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Shubhada Anand Ingle
Designation	Assistant System Engineer-Trainee
Institute Name	Shri Sant Gajanan Maharaj Coe - Shegaon

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/S/22

Offer: Computer Consultancy
Ref: TCSL/CT20192817524/Pune
Date: 13/11/2021

Ms. Shweta Anil Mankar
Raj Nagar ColonyRaj Nagar Colony, Nandura.,
Ward No 6,
Nandura-443404,
Maharashtra.
Tel# -

Dear Shweta Anil Mankar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Shweta Anil Mankar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/R/28

Offer: Computer Consultancy
Ref: TCSL/CT20213762844/Pune
Date: 12/11/2021

Ms. Tanuja Giridhar Paraskar
At. Wadali Tq. Nandura Dist. Buldhana Post. Malegaon(Gond)At. Wadali Tq. Nandura Dista. Buldhana Po Wadali,
Nandura-443404,
Maharashtra.
Tel# -9373322934

Dear Tanuja Giridhar Paraskar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Tanuja Giridhar Paraskar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/2022/LI/39

Offer: Computer Consultancy
Ref: TCSL/CT20213702243/Pune
Date: 12/11/2021

Ms. Vaishnavi Devidas Lahare
At.Post. Zadshi ,Ta. Seloo, Dist. Wardha,
Maharashtra,
Wardha-442001,
Maharashtra.
Tel# -

Dear Vaishnavi Devidas Lahare,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential
TCSL/CT20213702243

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Vaishnavi Devidas Lahare**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Shri Sant Gajanan Maharaj Coe - Shegaon**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TAP/6/2022/42

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2069957 / ELTP-CAMPUS / 2022 **27-May-2022**

Subject: Letter of Intent

Dear Shyam,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (Six) months** from the date of joining.
- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

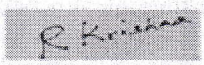
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **25-Nov-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Tech Mahindra

Annexure A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

To start learning courses use **tmlfh.udemy.com** link.

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery	20.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	6.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2021	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2021	6.5
Communication	The Art of Communications ? Become a Master Communicator	3.25
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.36
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Tech Mahindra

Annexure B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total....(A)	**248313**
Additional Benefits....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ------(A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Tech Mahindra

Annexure C

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	**312206**
Additional Benefits....(B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ------(A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity** : As per Payment of Gratuity Act

ii) Insurance

a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

DocuSign Envelope ID: 957CFE44-4436-4FE2-B3F8-5F5C65F47CF9

TAP/R/2022/69

Date: 20 May 2022

Ms. Radha Kabra
Email: radhakabra2017@gmail.com
Phone Number: 8421021505

Dear Radha,

We are pleased to offer you the position of **Trainee Consultant** at our organization in Hyderabad. Attached are the specific terms and conditions of our offer. Please read these important details carefully, including your compensation and benefits details.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Within 2 days from the receipt of this letter, respond via email to HRIndia@teklink.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email ID, the offer shall stand withdrawn. Upon the receipt of your email, we will send you the original paper copy of all the terms and conditions to your address.
- On your joining date, please bring the following Documents:
  1. The original and 1 photocopy of this letter duly signed and dated by you.
  2. 3 self photographs (passport sized, color photos with a white background),
  3. The originals and 2 sets of photocopies of the following documents:
     - Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and backsides of certificate.
     - Proof of identity, please bring your Passport/Aadhar Card/Pancard.

The other terms and conditions of the offer are as follows:

1. Your designation is **Trainee Consultant**. The designation may be changed at the discretion of the company depending on the work assigned to you. Your Joining date will be **4 July 2022**. Any changes in the joining date could be done by mutual agreement.

2. Your home location would be **Hyderabad**. However, your services are transferable, and you may be assigned to any office of **TekLink** a subsidiary, or associate company. In such case, travel and lodging expenses would be reimbursed to you.

3. You will be provided classroom and on the job training for a period of 4 to 6 months effective from your date of joining.

4. You will need to sign 2-year service agreement bond with TekLink on your joining day, agreeing to the terms & conditions.

Manish Maheshwari

(Signature of TekLink Management)

(Signature of Employee)

TekLink Software Pvt. Ltd
7th Floor - Block A, Q City, Nanakramguda, Gachibowli, Hyderabad, Telangana - 500032, India.
www.teklink.com

DocuSign Envelope ID: 957CFE44-4436-4FE2-B3F8-5F5C65F47CF9

5. Successful completion of course is a pre-requisite for joining us.

6. You will retire from the services of the Company on attaining the age of superannuation [58 years].

7. Travel expenses: Travel expenses are only paid for transferee within India.
   - **Reimbursement of Travel Expenses:** Associate is entitled for 3-AC train fare, will be reimbursed, upon submission of expense sheet & supporting receipts.

8. All expenses (if applicable) will be paid on successfully completion of probation period.

9. **Probation Period:** You will be on a probation period for the first 6 months from the date of joining. If your performance is not satisfactory or you get involved in unprofessional ethics, then TekLink management will have full rights to terminate your services without notice or compensation.

10. **Notice Period/Termination** — This contract of employment between you and the Company may be terminated by you by giving 3 months' notice or gross monthly salary in lieu thereof. However, release from the services of the company will be subject to satisfactory handover of the responsibilities assigned to you.

    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 member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice. In the event of special circumstances, company may terminate your employment without notice.

11. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).

12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

13. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

14. The benefits as outlined herein and in Company policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

15. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.

DocuSigned by: Manish Maheshwari

(Signature of TekLink Management)

DocuSigned by: -

(Signature of Employee)

TekLink Software Pvt. Ltd
7th Floor - Block A, Q City, Nanakramguda, Gachibowli, Hyderabad, Telangana - 500032, India.
www.teklink.com

DocuSign Envelope ID: 957CFE44-4436-4FE2-B3F8-5F5C65F47CF9

16. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

17. Information pertaining to Company operations and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

18. All employees are required to read and comply with TekLink's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

19. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

20. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

21. You may be required to travel on Company work, and you will be reimbursed expenses as per Company policy.

22. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

23. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any of your previous employers).

24. All terms and conditions of employment will be governed by the company policy.

Our aim is to make working with TekLink an experience, which is rewarding to the client and the consultant. TekLink aims to nurture successful relationship with its clients, which would result in effective and efficient solutions to their IT needs and provide a competitive advantage through strategic use of IT resources. We are excited to have you join TekLink where we provide motivating and energizing environment so that our consultants can deliver their best.

We welcome you to TekLink family. Come, grow with us.

Sincerely,

Manish Maheshwari

Manish Maheshwari
India Operation Head
TekLink International Inc.

Accepted by,

Radha Kabra
Place:
Date:

TekLink Software Pvt. Ltd
7th Floor - Block A, Q City, Nanakramguda, Gachibowli, Hyderabad, Telangana - 500032, India.
www.teklink.com

DocuSign Envelope ID: 957CFE44-4436-4FE2-B3F8-5F5C65F47CF9

Compensation Details

1. Annual CTC Rs.6,00,000/- (Rupees Six Lakh Only.) per annum. All applicable taxes shall be deducted from this amount.

Yearly Gross Salary (Total CTC)	Rs.600000
Total Fixed Pay (Per Year)	Rs.550000
Performance based Variable Pay (Per Year)	Rs.50000

2. Note: Your Performance Variable Pay is based on your performance for the year, and you are entitled to a maximum payment as stated above. This amount can vary based on your performance. At the time of reimbursement, you should be a full-time employee of TekLink and should not be serving notice period.

3. Insurance: The Company will provide Group Medical Insurance, Group Personal Accidental Insurance and Group Term life Insurance.
   - Group Medical Insurance (GMI): Up to four family members (self, spouse and two dependent children) can be covered. Coverage of expenses subject to maximum of Rs. Five Lakhs per family upon hospitalization. To avail this benefit minimum of 24hours hospitalization is mandate.
   - Group Personal Accidental Insurance (GPA) : Only employee is covered for Sum Insurance of Rs. Three Lakhs.
   - Group Term Life Insurance(GTL): Only employee is covered for Rs. Twenty Lakhs.

4. Appraisal Cycle at TekLink is April to March. Your salary will be reviewed after completion of one year from your DOJ.

5. Your salary Break-up is as follows:

Salary Head	Monthly (Rs.)	Yearly (Rs.)
Basic	18333	219996
HRA	7333	87996
Special Allowance	13112	157344
Communication and Internet Expense	2000	24000
Food Allowance	2200	26400
Total (A)	**42978**	**515736**
CTC (B)		
PF Contribution	1973	23676
Gratuity	882	10582
Total (B)	**2855**	**34258**
Total Fixed CTC (A+B)	**45833**	**550000**
Variable Component (C)		**50000**
Total(A+B+C)	**45833**	**600000**

The above are subject to the policies of the organization, as applicable from time to time.

Manish Maheshwari

(Signature of TekLink Management)

(Signature of Employee)

Radhe Kishna

TekLink Software Pvt. Ltd
7th Floor - Block A, Q City, Nanakramguda, Gachibowli, Hyderabad, Telangana - 500032, India
www.teklink.com

TIAP/2022/R/08

13/10/2021

Mr. Aman Sahu
Sahu Niwas, Ram Mandir Road, Patelpura Ward, Near Dalal Bada, Bhandara
Bhandara, 441904

Dear **Aman,**

Welcome to TietoEVRY family!

We are pleased to offer you the position of **Junior Software Engineer** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.

2. You are expected to join as early as possible, and not later than **25/07/2022** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.

3. Your fixed annual salary package will be INR **450,000.00** (Rupees Four Lakh Fifty Thousand Only)

4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.

5. Notice Period: Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.

7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.

8. Please submit the following at the time of your joining:

- A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
- One passport size photograph

9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,
TietoEVRY, India Recruitment

No signature is required as this is a system generated letter.

tieto EVRY

TAP/2022/LJ/17

13/10/2021

Mr. Ashutosh Bhelonde
PLOT NO G A 9 ORANGE PRIDE KHINVASARA ESTATE MIDC WALUJ AURANGABAD Maharashtra
Aurangabad, 431136

Dear **Ashutosh,**

Welcome to TietoEVRY family!

We are pleased to offer you the position of **Junior Software Engineer** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **25/07/2022** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.
3. Your fixed annual salary package will be INR **450,000.00** (Rupees Four Lakh Fifty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.
5. Notice Period: Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.
7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.
8. Please submit the following at the time of your joining:
   - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
   - One passport size photograph
9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,
TietoEVRY, India Recruitment

No signature is required as this is a system generated letter.

tieto EVRY

TAP/2022/LI/18

17/10/2021

Ms. Gatha Bhusari
Madhusudan colony, Sainagar, Amravati.
Amravati, 444605

Dear **Gatha,**

Welcome to TietoEVRY family!

We are pleased to offer you the position of **Junior Software Engineer** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **25/07/2022** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.
3. Your fixed annual salary package will be **INR 450,000.00** (Rupees Four lakh and fifty thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.
5. Notice Period: Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.
7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.
8. Please submit the following at the time of your joining:
   - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
   - One passport size photograph
9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,
TietoEVRY, India Recruitment

No signature is required as this is a system generated letter.

tieto EVRY

TAP/2022/U/19

17/10/2021

Mr. Mufees Ahmad Shaikh
11A Alasna Road Azad Nagar Islami Masjid Shegoan
Buldhana, 444203

Dear Mufees Ahmad,

Welcome to TietoEVRY family!

We are pleased to offer you the position of **Junior Software Engineer** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **25/07/2022** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.
3. Your fixed annual salary package will be INR **450,000.00 (Four Lakh Fifty Thousand Rupees Only)**
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.
5. Notice Period: Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.
7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.
8. Please submit the following at the time of your joining:
   - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
   - One passport size photograph
9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,
TietoEVRY, India Recruitment

No signature is required as this is a system generated letter.

tieto EVRY

2021-22

ANNEXURE

Name	**Mufees Ahmad Shaikh Anis**
Designation	**Junior Software Engineer**

SALARY DETAILS:

Fixed Components	
Basic	180,000
Housing Rent Allowance	72,000
Statutory Bonus	14,994
Child Education Allowance	2,400
Child Hostel Allowance	7,200
Leave Travel Allowance	0
Employer's Provident Fund contribution	21,600
Optional / Flexible Components	
Meal Card	26,400
New Pension Plan	18,000
Super Annuation	0
Reimbursement Entitlement*	0
Computer benefit / PC/LP	0
Residual Component	
Adjustable flexible allowance	107,406
Annual Fixed Salary	450,000

***Reimbursements Entitlement break-up**	
Car maintenance	0
Professional Development	0
Tele/cellphone & broadband charges	0

tieto EVRY

© TietoEVRY

TAP/2022/4/20

19/10/2021

Mr. Yash Kulthe

R. H No B28, Om Shri Ganesh Nagari, deolal road,ali manzil building,deolal parisar
Aurangabad, Maharashtra, 431001

Dear **Yash,**

Welcome to TietoEVRY family!

We are pleased to offer you the position of **Junior Technical Consultant** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **25/07/2022** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.
3. Your fixed annual salary package will be INR **450,000.00** (Rupees Four Lakh Fifty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.
5. Notice Period: Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.
7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.
8. Please submit the following at the time of your joining:
   - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
   - One passport size photograph
9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,
TietoEVRY, India Recruitment

No signature is required as this is a system generated letter.

tieto EVRY

2021-20

ANNEXURE

Name	**Yash Mahesh Kulthe**
Designation	**Junior Technical Consultant**

SALARY DETAILS:

Fixed Components	
Basic	180,000
Housing Rent Allowance	72,000
Statutory Bonus	14,994
Child Education Allowance	2,400
Child Hostel Allowance	7,200
Leave Travel Allowance	0
Employer's Provident Fund contribution	21,600
Optional / Flexible Components	
Meal Card	26,400
New Pension Plan	18,000
Super Annuation	0
Reimbursement Entitlement*	0
Computer benefit / PC/LP	0
Residual Component	
Adjustable flexible allowance	107,406
Annual Fixed Salary	450,000

***Reimbursements Entitlement break-up**	
Car maintenance	0
Professional Development	0
Tele/cellphone & broadband charges	0

tieto EVRY

© TietoEVRY

TAP/R/2022/73

TRISTHA

OFFER LETTER

Date: 09-08-2022

Dear Aniket Prakash Sangle,

It's been a great pleasure meeting and getting to know you.

In pursuance of the various discussions, we are happy to make you an offer for joining Tristha Global Pvt Ltd, company as an **Associate Test Engineer, Grade 1 Level 1.**

Your cost to company (CTC) will be **3,40,000 (Rupees Three Lakh Fourty Thousand Only)** including all al owances and incentives, the breakup of which is attached in Annexure A to this letter; Your project location will be at any place **within Mumbai** and you may also be required to travel within or outside the country from time to time to fulfil the project commitments and justify the role assigned to you.

The above offer is subject to the following terms and conditions:

- The offer of appointment is subject to you being found medically fit at all the times.
- This offer is subject to recommendation from 2 (two) qualified references to be furnished by you. The details of references need to be furnished by **11-08-2022.**
- Successful completion of background verification check.
- You will be on probation for a period of twelve months from date of joining the services of our Company, during which the Company will review your work performance, interaction with your colleagues and customers, and suitability for the role. If your performance is found satisfactory and justifying the role assigned to you, your employment will be confirmed at the end of the probationary period in writing.
- You are liable to be transferred to any of the group companies / subsidiaries and their establishments in India and/or overseas. Upon such transfer, you will be governed by the terms and conditions applicable to that Establishment and location.
- You agree and undertake to continue to be in employment of the Company for a period of 2 (Two) years from the date of appointment ("**Initial Commitment Period**").
- The Company shall provide training to you for development skillset and such other technical know-how, same shall include instructive and technology training sessions for your benefit for such periods as decided by the Company, from the date of you joining the Company ("**Training**").

- Post the Training and upon acquiring the niche skills, you acknowledge and undertake that you will be remain in the employment of the Company for a further period of 1 (one) year from the date of completion of the Training ("**Renewed Commitment Period**").

- In case of your resignation from employment of the Company, either during the Training or Initial Commitment Period or the Revised Commitment Period, as applicable, you will provide a prior written notice of 90 (Ninety) days.

- You further undertake to be bound by the non-compete and non-disclosure/confidentiality obligations both during the term of employment with the Company and for a period thereafter as specified by the Company in the employment agreement.

- Kindly provide HR with the following documents at the time of joining.

  a. Copy of a valid Permanent Account Number (PAN) / Aadhaar Number / Passport Number
  b. Copies of your education certificates, university transcripts and professional certificates / affiliations.
  c. Proof of your age.

This offer is valid till **11-08-2022** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter in token of your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Tristha Global Pvt Ltd.

Your Sincerely,

for Tristha Global Pvt Ltd

SHEETAL KAUSHAL SHAH

Executive Director

Acknowledgement

I accept the above terms and conditions and will report for work on _____

Signature: Location: Date:

PRIVATE & CONFIDENTIAL

TRISTHA

APPENDIX A

REMUNERATION AND BENEFITS SUMMARY

Aniket Prakash Sangle			
Designation	Associate Test Engineer		
Department	Delivery		
Component	**Breakup**	**Per Month**	**Per Annum**
Cash Component	Basic	11,636	1,39,632
	House Rent Allowance	5,818	69,816
	Conveyance Allowance	1,600	19,200
	Leave Travel Allowance*	2,000	24,000
	Medical Allowance *	1,250	15,000
	Other allowance	3,670	44,040
	Gross Salary	**25,974**	**3,11,688**
Non-cash Component	PF - Employer Contribution	1,800	21,600
	Gratuity	560	6,720
Total	**CTC**	**28,334**	**3,40,008**
	Group Mediclaim Coverage (GMC)**		**3,00,000**

**Actual Bills /documents to be submitted for tax exemption*

**GMC of Rs. 3,00,000/- is provided by company for the employee only.*

SHEETAL KAUSHAL SHAH

Digitally signed by SHEETAL KAUSHAL SHAH
Date: 2022.09.30 15:03:30 +05'30'

TAP/R/2022/68

TRISTHA

OFFER LETTER

Date: 09-08-2022

Dear Rahul Samudrawad,

It's been a great pleasure meeting and getting to know you.

In pursuance of the various discussions, we are happy to make you an offer for joining Tristha Global Pvt Ltd, company as an **Associate Test Engineer, Grade 1 Level 1.**

Your cost to company (CTC) will be **3,40,000 (Rupees Three Lakh Fourty Thousand Only)** including all allowances and incentives, the breakup of which is attached in Annexure A to this letter; Your project location will be at any place **within Mumbai** and you may also be required to travel within or outside the country from time to time to fulfil the project commitments and justify the role assigned to you.

The above offer is subject to the following terms and conditions:

- The offer of appointment is subject to you being found medically fit at all the times.
- This offer is subject to recommendation from 2 (two) qualified references to be furnished by you. The details of references need to be furnished by **11-08-2022.**
- Successful completion of background verification check.
- You will be on probation for a period of twelve months from date of joining the services of our Company, during which the Company will review your work performance, interaction with your colleagues and customers, and suitability for the role. If your performance is found satisfactory and justifying the role assigned to you, your employment will be confirmed at the end of the probationary period in writing.
- You are liable to be transferred to any of the group companies / subsidiaries and their establishments in India and/or overseas. Upon such transfer, you will be governed by the terms and conditions applicable to that Establishment and location.
- You agree and undertake to continue to be in employment of the Company for a period of 2 (Two) years from the date of appointment ("**Initial Commitment Period**").
- The Company shall provide training to you for development skillset and such other technical know-how, same shall include instructive and technology training sessions for your benefit for such periods as decided by the Company, from the date of you joining the Company ("**Training**").

TRISTHA

- Post the Training and upon acquiring the niche skills, you acknowledge and undertake that you will be remain in the employment of the Company for a further period of 1 (one) year from the date of completion of the Training ("**Renewed Commitment Period**").

- In case of your resignation from employment of the Company, either during the Training or Initial Commitment Period or the Revised Commitment Period, as applicable, you will provide a prior written notice of 90 (Ninety) days.

- You further undertake to be bound by the non-compete and non-disclosure/confidentiality obligations both during the term of employment with the Company and for a period thereafter as specified by the Company in the employment agreement.

- Kindly provide HR with the following documents at the time of joining.

  a. Copy of a valid Permanent Account Number (PAN) / Aadhaar Number / Passport Number
  b. Copies of your education certificates, university transcripts and professional certificates / affiliations.
  c. Proof of your age.

This offer is valid till **11-08-2022** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter in token of your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Tristha Global Pvt Ltd.

Your Sincerely,

for Tristha Global Pvt Ltd

Executive Director

Acknowledgement

I accept the above terms and conditions and will report for work on _____

Signature: Location: Date:

PRIVATE & CONFIDENTIAL

TRISTHA

APPENDIX A

REMUNERATION AND BENEFITS SUMMARY

Rahul Samudrawad			
Designation	Associate Test Engineer		
Department	Delivery		
Component	**Breakup**	**Per Month**	**Per Annum**
Cash Component	Basic	11,636	1,39,632
	House Rent Allowance	5,818	69,816
	Conveyance Allowance	1,600	19,200
	Leave Travel Allowance*	2,000	24,000
	Medical Allowance *	1,250	15,000
	Other allowance	3,670	44,040
	Gross Salary	**25,974**	**3,11,688**
Non-cash Component	PF - Employer Contribution	1,800	21,600
	Gratuity	560	6,720
Total	**CTC**	**28,334**	**3,40,008**
	Group Mediclaim Coverage (GMC)**		**3,00,000**

**Actual Bills /documents to be submitted for tax exemption*

**GMC of Rs. 3,00,000/- is provided by company for the employee only.*

TAP/2022/R/42

Integrity Innovation Serenity

Tudip/EM-2021

04th January 2022

To,

Gauri Vitthal Mahalle

Subject: OFFER OF INTENT

Dear Gauri Vitthal Mahalle,

Congratulations!

We are pleased to inform you that based on your performance in campus drive held, you have been shortlisted for the position of **Graduate Trainee - 2022** with Tudip Technologies Pvt. Ltd. This letter is a formal confirmation of the selection. Pleaase refer this letter in all the future correspondence.

Please note this offer is not an **"offer"** or **"offer of employment"** or a **"Legally binding contract of employment"**. The contents of this offer are strictly between you and Tudip Technologies. Please treat this offer and the contents hereof as personal and confidential.

This offer is valid subject to you:

- Submitting all necessary documents at the time of joining.
- Submitting a service agreement agreeing to serve the company for a perriod of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or your suppress material information regarding your qualification or experience, Tudip Technologies reserves the right to revoke this offer of intent without any notice.

You would be receiving an Offer Letter along with joining details, after successful completion of your academic course and based on our future project requirements.

Please feel free to get in touch with us, if you have any questions or concerns.

We are eagerly looking forward to welcome you in the ever growing Tudip family. :)

Yours sincerely,

Human Resource Manager

Tudip Technologies Pvt. Ltd.
www.tudip.com | www.steersimple.com | http://tudip.com/blog| http://www.twitter.com/TudipTech | http://www.facebook.com/TudipTechnologies

This communication is confidential between you and Tudip Technologies Pvt. Ltd.

TAP/2022/IR/43

Integrity Innovation Serenity

Tudip/EM-2021

04th January 2022

To,

Sampada Shrikant Vyas

Subject: OFFER OF INTENT

Dear Sampada Shrikant Vyas,

Congratulations!

We are pleased to inform you that based on your performance in campus drive held, you have been shortlisted for the position of **Graduate Trainee - 2022** with Tudip Technologies Pvt. Ltd. This letter is a formal confirmation of the selection. Pleaase refer this letter in all the future correspondence.

Please note this offer is not an **"offer"** or **"offer of employment"** or a **"Legally binding contract of employment"**. The contents of this offer are strictly between you and Tudip Technologies. Please treat this offer and the contents hereof as personal and confidential.

This offer is valid subject to you:

- Submitting all necessary documents at the time of joining.
- Submitting a service agreement agreeing to serve the company for a perriod of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or your suppress material information regarding your qualification or experience, Tudip Technologies reserves the right to revoke this offer of intent without any notice.

You would be receiving an Offer Letter along with joining details, after successful completion of your academic course and based on our future project requirements.

Please feel free to get in touch with us, if you have any questions or concerns.

We are eagerly looking forward to welcome you in the ever growing Tudip family. :)

Yours sincerely,

Human Resource Manager

Tudip Technologies Pvt. Ltd.
www.tudip.com | www.steersimple.com | http://tudip.com/blog| http://www.twitter.com/TudipTech | http://www.facebook.com/TudipTechnologies

This communication is confidential between you and Tudip Technologies Pvt. Ltd.

TAP/2022/LJ/09

VALUEMOMENTUM

Deliver Value. Drive Momentum

Offer Letter

Dear.. Riddhi Jaju,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

This offer is subject to an acceptance of working for minimum 2 years' term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20th June' 2022**.

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to successful background verification.** Your location of employment will be either at Hyderabad or Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

For ValueMomentum Software Services Pvt. Ltd.

I accept the terms of this letter

(Candidate's Signature)

U/2022

VALUEMOMENTUM

Deliver Value. Drive Momentum

Stack up details of Compensation

Name- .. Riddhi Jaju,

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	1014	12173
LTC	1884	22605
Total	**33333**	**400000**
Total Annual Gross Salary	**4,00,000 (Rupees Four Lakhs Only)**	
Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
Total Deductions	3800	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefits such as Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3rd Year, Rs. 2,00,000/-, 4th year Rs. 2,00,000/- and 5th year Rs. 2,00,000/-. This Bonus will be eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.
4. This Offer Letter is valid for you to join on or before **20thJune'2022.**

Talent Acquisition Group

Candidate Signature

TTAP/2022/R/0

VALUEMOMENTUM

Deliver Value. Drive Momentum

Offer Letter

Dear.. Sakshi Hiwrale,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

This offer is subject to an acceptance of working for minimum 2 years' term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20th June' 2022**.

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to successful background verification.** Your location of employment will be either at Hyderabad or Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

For ValueMomentum Software Services Pvt. Ltd.

I accept the terms of this letter

(Candidate's Signature)

R/2022

VALUEMOMENTUM

Deliver Value. Drive Momentum

Stack up details of Compensation

Name- .. Sakshi Hiwrale,

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	1014	12173
LTC	1884	22605
Total	**33333**	**400000**
Total Annual Gross Salary	**4,00,000 (Rupees Four Lakhs Only)**	
Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
Total Deductions	3800	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefits such as Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3rd Year, Rs. 2,00,000/-, 4th year Rs. 2,00,000/- and 5th year Rs. 2,00,000/-. This Bonus will be eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.
4. This Offer Letter is valid for you to join on or before **20th June'2022.**

Talent Acquisition Group

Candidate Signature

TAP/2022/LI/10

VALUEMOMENTUM

Deliver Value. Drive Momentum

Offer Letter

Dear.. Sandesh Mishra,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

This offer is subject to an acceptance of working for minimum 2 years' term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20th June' 2022**.

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to successful background verification.** Your location of employment will be either at Hyderabad or Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

I accept the terms of this letter

For ValueMomentum Software Services Pvt. Ltd.

(Candidate's Signature)

2022/U

VALUEMOMENTUM

Deliver Value. Drive Momentum™

Stack up details of Compensation

Name- .. Sandesh Mishra,

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	1014	12173
LTC	1884	22605
Total	**33333**	**400000**
Total Annual Gross Salary	**4,00,000 (Rupees Four Lakhs Only)**	
Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
Total Deductions	3800	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefits such as Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3rd Year, Rs. 2,00,000/-, 4th year Rs. 2,00,000/- and 5th year Rs. 2,00,000/-. This Bonus will be eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.
4. This Offer Letter is valid for you to join on or before **20th June'2022.**

Talent Acquisition Group

Candidate Signature

TAP/U/2022/17

VALUEMOMENTUM
Deliver Value. Drive Momentum

Appointment Letter

7/18/2022

Sandesh Arjun Mishra

Dear Sandesh Arjun Mishra

Further to the interviews and the discussions you had with us, we are pleased to appoint you in the position of **"Software Engineer Trainee", Grade- "A1"** in ValueMomentum Software Services Private Limited ("**ValueMomentum**" or "**Company**"). Your appointment is as per the details given below and subject to the terms and conditions as stated in Annexure - A, attached to this letter.

1. **Date of Joining**: 7/18/2022
2. **Location**: Any of the Company's offices in Hyderabad; however, the Company may require you to work at any other location in India or abroad, as per the business needs, either temporarily or permanently
3. **Department**: Enterprise Business

Please note your appointment is contingent to:

1. Your successful background verification check.
2. Your acceptance to the Company's terms and conditions of the employment, "Employment Agreement" as specified in Annexure – A; and Company policies existing and modified from time to time.

You may therefore review the terms and conditions and return a copy of this letter along with Annexure – A, duly signed as a token of your formal acceptance.

ValueMomentum is pleased to welcome you aboard.

We look forward to a long and mutually rewarding professional association.

Sincerely,
for **ValueMomentum Software Services Private Limited**

Rajesh Tatineni
Human Resources

I accept the terms of this letter
S.A. Mishra
(Signature)

VALUEMOMENTUM
Deliver Value. Drive Momentum.

Annexure – B

Stack up details of Compensation

Name: Sandesh Arjun Mishra

Components	Monthly Amount	Annual
Basic Salary	**12500**	**150000**
EPF	**1500**	**18000**
Total	**14000**	**168000**
Total Annual Gross Salary	**INR 1,68,000/- (Indian Rupees One Lakh Sixty Eight Thousand)**	
Deductions:		
Provident Fund (Employee & Employer)	3000(1500+1500)	

You will be entitled to other benefits like Group Mediclaim Scheme and Group Personal Accident Insurance.

Rajesh Tatineni
Human Resources

Candidate Signature

S.A. Mishra

VALUEMOMENTUM
Deliver Value. Drive Momentum.

Annexure C

Stack up details of Compensation

Name: Sandesh Arjun Mishra

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity	1014	12173
Flexible Benefits:		
Meal Card	0	0
LTC	1884	22605
NPS	0	0
Total	33333	400000
Total Annual Gross Salary	400000 **(Rupees Four Lakh Only)**	
Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
Total Deductions	3800	
Income Tax	**As applicable**	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income Tax as applicable.

1. You will be entitled to other benefits like Group Mediclaim Personal Insurance as per the company policy.

2. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3rd Year, Rs. 2,00,000/-, 4th year Rs. 2,00,000/- and 5th year Rs. 2,00,000/-. This Bonus will be

S.A. Mishra

VALUEMOMENTUM

Deliver Value. Drive Momentum.

eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.

Rajesh Tatineni
Human Resources

Candidate Signature

S.A. Mishra

TAP/2022/11

VALUEMOMENTUM

Deliver Value. Drive Momentum

Offer Letter

Dear.. Vaishnavi Vyawahare,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

This offer is subject to an acceptance of working for minimum 2 years' term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20th June' 2022**.

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to successful background verification.** Your location of employment will be either at Hyderabad or Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

I accept the terms of this letter

For ValueMomentum Software Services Pvt. Ltd.

(Candidate's Signature)

U/2022

VALUEMOMENTUM

Deliver Value. Drive Momentum

Stack up details of Compensation

Name- .. Vaishnavi Vyawahare,

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	1014	12173
LTC	1884	22605
Total	**33333**	**400000**
Total Annual Gross Salary	**4,00,000 (Rupees Four Lakhs Only)**	
Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
Total Deductions	3800	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefits such as Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3rd Year, Rs. 2,00,000/-, 4th year Rs. 2,00,000/- and 5th year Rs. 2,00,000/-. This Bonus will be eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.
4. This Offer Letter is valid for you to join on or before **20th June'2022.**

Talent Acquisition Group

Candidate Signature

virtusa

June 14, 2022

Mr. Prasad Ugale
Shri Sant Gajanan Maharaj College of Engineering
Shegaon
Maharashtra
India

Dear Prasad Ugale,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **June 16, 2022**

You will be based at Virtusa's **Bengaluru** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Virtusa operates out of multiple locations in India and international countries, while accepting this offer, you also agree to be relocated to any part of India / International locations where we serve our clients or location where our clients operate out of, depending on the project requirements.

You agree to be flexible in accepting Technology / Domain / Role as per company needs to fulfill project requirements.

You are required to be adoptable for change in work hours based on the different time zone based on the company's nature of business & services to International clients and in accordance to the client's work hours as per the project requirement.

Upon accepting offer, you are expected to sign a two years' service agreement, terms and conditions will be detailed in the "Training Agreement".

Your Total Remuneration will be **Rs.650,000.00/- per annum** as per *Annexure-I*.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **June 16, 2022**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Prasad Ugale

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Prasad Ugale DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	16,250.00	195,000.00
HRA	8,125.00	97,500.00
Basket of Allowances (B)		
Leave Travel Assistance*	833.00	10,000.00
Phone & Internet Reimbursement	750.00	9,000.00
Advance Statutory Bonus**	1,500.00	18,000.00

Special Allowance	18,543.00	222,520.00
Food Reimbursement	1,100.00	13,200.00
Retirement Benefits (C)		
PF - Company's Contribution	1,950.00	23,400.00
Gratuity**	782.00	9,380.00
Fixed Compensation (A + B + C)	49,833.00	598,000.00
Variable Compensation (at 100%) Refer Annexure II for details	4,333.00	52,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	54,166.00	650,000.00

*LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.
**Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.

for Virtusa Consulting Services Pvt Ltd. India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Prasad Ugale

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Mr. Prasad Ugale,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

8. People rated as low performers will not be eligible for any payouts for that assessment period.

9. The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.

10. Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year- end rating will be used to arrive at H2 variable pay (bonus) due amount.

11. Team member is expected to be actively employed as on the payout date to be eligible for annual payout.

12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.

TAP/U/2022/89

virtusa

July 15, 2022

Mr. Pratik Rajendra Bhusari
Swami Samarth Nagar, Near Jai Gurudev Swimming pool, Buldhana, Maharashtra
House no : M-36, AL Kardi Post Dhad, Buldhana, Maharashtra
Shegaon
Maharashtra
India

Dear Pratik Rajendra Bhusari,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd. India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **July 19, 2022.**

You will be based at Virtusa's **Bengaluru** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Virtusa operates out of multiple locations in India and international countries, while accepting this offer, you also agree to be relocated to any part of India / International locations where we serve our clients or location where our clients operate out of, depending on the project requirements.

You agree to be flexible in accepting Technology / Domain / Role as per company needs to fulfill project requirements.

You are required to be adoptable for change in work hours based on the different time zone based on the company's nature of business & services to International clients and in accordance to the client's work hours as per the project requirement.

Upon accepting offer, you are expected to sign a two years' service agreement, terms and conditions will be detailed in the "Training Agreement".

Your Total Remuneration will be **Rs.450,000.00/- per annum** as per ***Annexure-I.***

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **July 19, 2022.**

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Pratik Rajendra Bhusari

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Pratik Rajendra Bhusari DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		

Basic	14,000.00	168,000.00
HRA	7,000.00	84,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	9,527.00	114,319.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	673.00	8,081.00
Fixed Compensation (A + B + C)	34,500.00	414,000.00
Variable Compensation (at 100%) Refer Annexure II for details	3,000.00	36,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	37,500.00	450,000.00

**LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.*
***Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.*

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Pratik Rajendra Bhusari

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Mr. Pratik Rajendra Bhusari,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

8. People rated as low performers will not be eligible for any payouts for that assessment period.

9. The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.

10. Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year- end rating will be used to arrive at H2 variable pay (bonus) due amount.

11. Team member is expected to be actively employed as on the payout date to be eligible for annual payout.

12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.

13. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer and Global Head of Human Resource

Pratik Rajendra Bhusari

ANNEXURE-III

SUMMARY OF BENEFITS

You would be entitled for the below given benefits

Health Insurance:

The Company will insure you and a maximum of five immediate dependents for Hospitalization as per the policy for an amount of Rs.200,000/-. Details would be made available on joining.

Dependents details: Self+ Spouse + 2 Dependent Children + 2 Parents or 2 Parent in-laws

Group Term Life Insurance Policy (GTL) & Group Personnel Accident Coverage (GPA):

The Company will insure you for 1 time for GPA& 1.5 times for GTL of the CTC with a minimum Cover of INR 15 Lakhs. The Policy is applicable to associates posted in India or on Virtusa India rolls.

CTC for GTL & GPA coverage= Base Components (A)+ Basket of Allowances (B)

Maternity Benefit:

The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017.

Marriage Gift:

All Employees getting married during their tenure at the Company are entitled to a gift voucher worth ₹10,000/- as a gesture of goodwill. Details would be made available on joining.

For Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Pratik Rajendra Bhusari

All Benefits are subject to revision at the discretion of Management from time to time.

EMPLOYMENT AGREEMENT

Mr. Pratik Rajendra Bhusari,
Swami Samarth Nagar, Near Jai Gurudev Swimming pool, Buldhana, Maharashtra

23161942-

APPOINTMENT LETTER

January 25, 2022

Dear Aakanksha Darvankar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

I Aakanksha Darvankar, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Aakanksha Darvankar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

TAP/01/2022/14

23161892

APPOINTMENT LETTER

January 23, 2022

Dear Abhinav Dhale,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary. associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Abhinav Dhale, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Abhinav Dhale

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

TAP/2022/R/31



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2nvsv-454013ac4c@talent.icims.com> Mon, 22 Nov 2021 at 11:45 am
Reply to: Campus HR Team <wipro+email+2nvsv-454013ac4c@talent.icims.com>
To: abhishekmoharir6@gmail.com

November 22, 2021

Dear Abhishek Moharir ,
Resume Number - 23156658

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus

End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to abhishekmoharir6@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=DA7523156658&contactId=14751610

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

TAP/S/2022/37

APPOINTMENT LETTER

February 2, 2022

Dear Aditya Mahore,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

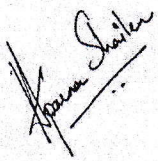
On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which

I Aditya Mahore, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Aditya Mahore

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay – A BRIEF OVERVIEW

23162881

APPOINTMENT LETTER

January 29, 2022

Dear Akash Parmeshwar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I Akash Parmeshwar, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Akash Parmeshwar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

24488180

APPOINTMENT LETTER

April 30, 2022

Dear AMEY POTE,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I AMEY POTE, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: AMEY POTE

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

   a. you being "active" in the services of the company through to retention date as applicable

   b. your employment has not been terminated for poor performance or for cause prior to retention date

   c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** AMEY POTE 30/4/2022 12:06 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com

TAP/2022/L/40

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Ankush Bharambe <ankushbharambe902@gmail.com>
To: tpossgmce@gmail.com

Wed, Nov 24, 2021 at 3:41 PM

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2nyy6-1f9ee62d66@talent.icims.com>
Date: Mon, 22 Nov, 2021, 12:03 PM
Subject: Wipro Campus Update_LOI
To: <ankushbharambe902@gmail.com>

November 22, 2021

Dear Ankush Bharambe ,
Resume Number - 23160750

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to ankushbharambe902@gmail.com. If you don't want to receive these emails from this company in the future, please go to: https://wipro.icims.com/icims2/?r=0BDC23160750&contactId=14752877

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

TAP/2022/S/45



wipro

Amendment to Appointment Letter

WELCOME TO WIPRO

June 1, 2022

Dear Anuksha Raut,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items."

1. No Further Modification. Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter.

2. No Waiver. Nothing in this Amendment shall be construed as a waiver of any breach, covenant, right or remedy of the Parties.

3. Counterparts. This Amendment may be executed in any number of counterparts in original or facsimile, each of which shall be deemed an original, but all of which taken together shall constitute one single agreement between the Parties.

4. Precedence. This Amendment shall constitute a part of and shall be read together with the Appointment Letter and shall run concurrently and be co-terminus and co-extensive with Appointment Letter. However, this Amendment shall prevail in the event of any inconsistency between any terms and conditions to this Amendment and the Appointment Letter.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

☑ Accept
☑ **Signature** Anuksha Raut 1/6/2022 12:27 PM
(checking the checkbox above is equivalent to a handwritten signature)

Ref: 2315926

TAP/21/2022/15

23162058

APPOINTMENT LETTER

April 25, 2022

Dear Ayush Rajput,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to

time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Ayush Rajput

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

TAP/2022/R/32

Gmail Chetan Marode <marodechetan@gmail.com>

Wipro Campus Update_LOI

Campus HR Team <wipro+email+2nvfe-bc8f368055@talent.icims.com> Mon, Nov 22, 2021 at 11:42 AM
Reply-To: Campus HR Team <wipro+email+2nvfe-bc8f368055@talent.icims.com>
To: marodechetan@gmail.com

November 22, 2021

Dear CHETAN MARODE ,
Resume Number - 23156580

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited
Aparna Shailen 1

This message was sent to marodechetan@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=5C6323156580&contactId=14751610

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

TAP/2022/M/09

APPOINTMENT LETTER

April 21, 2022

Dear Darshan Laddha,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization which has

rshan Laddha, confirm that I am voluntarily sharing my Personal Information including documents with Wipro nited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Darshan Laddha

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Darshan Laddha 21/4/2022 7:40 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

24385848

TAP/m/2022/19

23161969

APPOINTMENT LETTER

January 25, 2022

Dear Deepak Nagar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

oyee will not be borne by the Company and the employee individually is responsible.

losure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company umber of securities acquired or disposed of within two trading days of the transaction if the value of the securities ed, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in cess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the ompany's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Deepak Nagar, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future erence/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Deepak Nagar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

TAP/2022/M/13

APPOINTMENT LETTER

April 25, 2022

Dear Harish Deshmukh,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role and any other criteria specified by the Company in terms of your educational qualification prior to the date of appointment.

advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any [illegible] have any interest in, or perform any services for any person who is involved in activities which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during [illegible] employment and for a period of one year from the cessation of your employment with [illegible] any (irrespective of the circumstances of, or the reasons for, the cessation) [illegible] it, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
   ii. Any customer or vendor of the Company to move his existing [illegible] with the Company to a third party or to terminate his business relationship with the Company.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information [illegible] from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required by obligation of law or as may be required by the Company and in the course of your [illegible]. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any [illegible] information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have [illegible] obligations or non-compete agreements that would prevent you from [illegible] limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment [illegible] or creation, you shall disclose and assign to Wipro as its exclusive property, all [illegible] concepts, discoveries, techniques, and improvements (including, without limitation [illegible] ments,

ii. You have not scored minimum aggregate marks of 60% in Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggre
your graduation.
iv. For Post Graduates: You have not scored minim
60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of

**Please note that at any stage, whether during your online test and
joining the Company, if it is brought to our notice that you have ind
used illegal means to clear your online assessment, the Company
offer with immediate effect and we reserve our rights to take suita
may deem fit.**

r upon
or
ke the
s we

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Compa
extensive training through learning interventions from the time of you
shall be provided an opportunity to learn in Pre-Joining programs, Self-
MOOCs, in-classroom learning, on-the-job training, Top Gear modu
and technology learning. Through this extensive training the Compa
your project readiness and successful journey in the projects. In con
reposing confidence in you and providing you with the opportunity to un
above and in consideration of the company bearing all the costs in con
paying you normal salary and benefits, you solemnly agree to comple
employment with the company for a period of **at least** 12 months co
joining. In case you choose to leave the Company before the expira
services are terminated before the expiration of the said period, for
***be* liable to** pay to the Company liquidated damages of up to Rs. 7
Thousand only) in the manner defined in the training agreement, si

You
s,
c tools
ent for
ailed
esides
e your
our
ur
shall
y.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without rea
month notice during probationary period and three months' notice o
reserves the right to pay or recover salary in lieu of notice period. F
discretion relieve you from such date as it may deem fit even prior t
However, if the Company desires you to continue the employment
so. Notice period and termination of employment contract shall be
policies of the Company as updated from time to time.

one-
s
od.
hall do
ernal

On acceptance of separation notice, you will immediately hand over
relieved, all correspondence, specifications, formulae, books, docu
literature, drawings, effects and comply with all the relieving forma
Further, you shall not make or retain any copies of these items.

are

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Com
self-directed learning opportunity through a Pre Joining Program(PJP).
technology track to learn and we urge you to utilize this opportunity
to enable you to obtain a suitable project.

ne,
ific
so as

Please confirm that the above terms and conditions are acceptable

appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

TAP/U/2022-165

24538810

APPOINTMENT LETTER

May 31, 2022

Dear Mansi Kulkarni,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

Mansi Kulkarni, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Mansi Kulkarni

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

TAP/U/2022/88

CAREERS (/careers-home)

Submit & Print

APPOINTMENT LETTER

July 11, 2022

Dear Omkar Bodhe,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of atleast 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Omkar Bodhe **Career Group: Group B1**

Position: Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	18,340
HRA	9,170
Bonus	3,500
Wipro Benefits Plan (WBP)	8,757
Total Fixed Cash	**39,767**
PF (Employer Contribution)	2,201
Gratuity (5.31% of Basic)	974
Total Fixed Compensation	**42,942**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	2,292
Target Cost to Company per month	**45,834**
Total Cost to Company per annum	**5,50,008**

You shall be eligible to receive a onetime "cash bonus" of INR. 100,000 after one year from the Date of appointment. Additionally, after one year from the date of appointment the Bonus amount shall be merged with your regular salary stack effective 1st of the month subsequent to the month of your Date of appointment. The amount will be distributed amongst different existing salary components in accordance with the company policy in this regard.

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2 lacs per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

TAP/U/2022/73

24386640

APPOINTMENT LETTER

April 24, 2022

Dear Pradnya More,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning cpportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

I Pradnya More, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Pradnya More

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Pradnya More 24/4/2022 2:03 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

24386640

TAP/2022/R/33

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2nwdt-0134103252@talent.icims.com> Mon, Nov 22, 2021 at 11:48 AM
Reply-to: Campus HR Team <wipro+email+2nwdt-0134103252@talent.icims.com>
To: prasadugale123@gmail.com

November 22, 2021

Dear Prasad Ugale ,
Resume Number - 23158957

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to prasadugale123@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=792723158957&contactId=14752877

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

wipro

APPOINTMENT LETTER

January 31, 2022

Dear PRIYANKA CHAVAN,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

I PRIYANKA CHAVAN, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: **PRIYANKA CHAVAN**

Position: **Project Engineer** Career Group: **TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** PRIYANKA CHAVAN 31/1/2022 11:01 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

23161092

TAP/5/2022/84

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Offer Letter

1 message

PUNAM MAKH <punammakh@gmail.com> Fri, Jun 3, 2022 at 2:50 PM
To: tpossgmce@gmail.com

Punam Makh (4S)

---------- Forwarded message ---------
From: **Wipro offer letter** <wipro+email+40w3i-1e76687f2f@talent.icims.com>
Date: Fri, Apr 29, 2022, 12:39 PM
Subject: Wipro Offer Letter
To: <punammakh@gmail.com>

April 29, 2022

Dear **Punam Makh**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download**.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
Click to Complete

Your Login Information:
Login Name: **punammakh@gmail.com**
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

This message was sent to punammakh@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

TAP/5/2022/44

APPOINTMENT LETTER

May 10, 2022

Dear Punam Makh,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

I Punam Makh, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Punam Makh

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

TAP/U/2022/75



APPOINTMENT LETTER

June 4, 2022

Dear PURVA AMBADKAR,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

learn in Pre-Joining programs. Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

I PURVA AMBADKAR, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: PURVA AMBADKAR

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Fay Policy Summary & Computation:

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Skill Preferences 1 : Python App

Skill Preferences 2 : Python Automation Testing

Skill Preferences 3 : SDET

Location Preferences 1 : Pune

Location Preferences 2 : Mumbai

Location Preferences 3 : Bangalore

☑ Accept ☐ Decline

☑ **Signature** PURVA AMBADKAR 4/6/2022 8:40 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C L32102KA1945PLC020800

23235165

TAP/2022/R/36

APPOINTMENT LETTER

January 25, 2022

Dear Radha Kabra,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

I Radha Kabra, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Radha Kabra

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

TAP/2022/R/34

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Radhika Deshmukh <radhadesh20@gmail.com>
To: TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Wed, Nov 24, 2021 at 3:14 PM

Radhika Deshmukh (4R)

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2nzg5-3d3e826792@talent.icims.com>
Date: Mon 22 Nov, 2021, 12:07 PM
Subject: Wipro Campus Update_LOI
To: <radhadesh20@gmail.com>

November 22, 2021

Dear Radhika Deshmukh ,
Resume Number - 23158107

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to radhadesh20@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=7E9523158107&contactId=14751610

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

THP/2022/43

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Persistent System & Wipro Campus Update_LOI

1 message

Rushi Yelane <yelanerushikesh@gmail.com>
To: tpossgmce@gmail.com

Mon, Dec 20, 2021 at 7:09 PM

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2tkvp-b2ba5a2268@talent.icims.com>
Date: Thu, 9 Dec, 2021, 5:26 pm
Subject: Wipro Campus Update_LOI
To: <yelanerushikesh@gmail.com>

December 9, 2021

Dear Rushikesh Yelane ,
Resume Number - 23283404

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to yelanerushikesh@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=2A2E23283404&contactId=15643054

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

---

offerLetter.pdf
240K

TAP/U/2022/69

243864411

APPOINTMENT LETTER

April 24, 2022

Dear RUTIKA DESHMUKH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.

ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.

iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.

iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clea your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore,



APPOINTMENT LETTER

April 24, 2022

Dear RUTIKA DESHMUKH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

I RUTIKA DESHMUKH, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: RUTIKA DESHMUKH

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, Project Engineers are also entitled to the following unique Company Benefits to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

TAP/M/2022/16

23161850

APPOINTMENT LETTER

January 24, 2022

Dear Sahil Gawande,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Sahil Gawande, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Sahil Gawande

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

TAP/2022/LJ/41

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Sakshi Huddar <sakshihuddar29@gmail.com>
To: "tpossgmce@gmail.com" <tpossgmce@gmail.com> Wed, Nov 24, 2021 at 3:21 PM

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2o0eg-ce896c07a9@talent.icims.com>
Date: Mon, 22 Nov 2021, 12:12
Subject: Wipro Campus Update_LOI
To: <sakshihuddar29@gmail.com>

November 22, 2021

Dear SAKSHI HUDDAR ,
Resume Number - 23161065

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the orgar ization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

n addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to sakshihuddar29@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=153A23161065&contactId=14752877

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

24541281

TAP/R/2022/59

APPOINTMENT LETTER

June 1, 2022

Dear Sampada Vyas,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. The retirement age is 58 years.

c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

I Sampada Vyas, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Sampada Vyas

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Skill Preferences 1 : .NET-FS -MERN

Skill Preferences 2 : .NET-FS-MEAN

Skill Preferences 3 : JAVA-J2EE

Location Preferences 1 : Pune

Location Preferences 2 : Mumbai

Location Preferences 3 : Bangalore

☑ Accept ☐ Decline

☑ **Signature** Sampada Vyas 1/6/2022 7:43 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TAP/2022/U/42

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

sharwari borgamwar <borgamwarsharwari@gmail.com> Mon, Nov 22, 2021 at 12:38 PM
To: tpossgmce@gmail.com

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2nym1-c90ca870de@talent.icims.com>
Date: Mon, Nov 22, 2021, 12:00 PM
Subject: Wipro Campus Update_LOI
To: <borgamwarsharwari@gmail.com>

November 22, 2021

Dear SHARWARI BORGAMWAR ,
Resume Number - 23160665

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to borgamwarsharwari@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=EDD623160665&contactId=14752877

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

TAP/U/2022/84

wipro

APPOINTMENT LETTER

January 27, 2022

Dear SHRADDHA KHATRI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will a.so be eligible for:

I SHRADDHA KHATRI, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: SHRADDHA KHATRI

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be liable to*** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** SHRADDHA KHATRI 27/1/2022 1:56 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannell;
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

23260791

TAP/2022/R/35

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

shruti dhave <dhaveshruti121121@gmail.com>
To: tpossgmce@gmail.com

Wed, Nov 10, 2021 at 3:37 PM

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2fbr5-23ebf26778@talent.icims.com>
Date: Sun, Oct 31, 2021 at 10:25 PM
Subject: Wipro Campus Update_LOI
To: <dhaveshruti121121@gmail.com>

October 31, 2021

Dear SHRUTI DHAVE ,
Resume Number - 22992553

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Apama Shailen
General Manager - Human Resources

TAP/2022/R/54

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

2 messages

shruti dhave <dhaveshruti121121@gmail.com>
To: tpossgmce@gmail.com

Wed, Nov 10, 2021 at 3:37 PM

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2fbr5-23ebf26778@talent.icims.com>
Date: Sun, Oct 31, 2021 at 10:25 PM
Subject: Wipro Campus Update_LOI
To: <dhaveshruti121121@gmail.com>

October 31, 2021

Dear SHRUTI DHAVE ,
Resume Number - 22992553

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

This message was sent to dhaveshruti121121@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=46D222992553&contactId=13849855

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

shruti dhave <dhaveshruti121121@gmail.com> Wed, Nov 24, 2021 at 3:20 PM
To: tpossgmce@gmail.com

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2fbr5-23ebf26778@talent.icims.com>
Date: Sun, Oct 31, 2021, 10:25 PM
Subject: Wipro Campus Update_LOI
To: <dhaveshruti121121@gmail.com>

October 31, 2021

Dear SHRUTI DHAVE ,
Resume Number - 22992553

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Apama Shailen
General Manager - Human Resources

---------- Forwarded message ---------
From: **Wipro offer letter** <wipro+email+40u0i-df41f8c156@talent.icims.com>
Date: Fri, Apr 29, 2022, 11:57 AM
Subject: Wipro Offer Letter
To: <shubhambhanarkar18@gmail.com>

April 29, 2022

Dear **Shubham Bhanarkar**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a desktop/laptop.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download**.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
Click to Complete

Your Login Information:
Login Name: **shubhambhanarkar18@gmail.com**
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to
manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

 TAP/S/2022/143

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Offer Letter

1 message

Shubhankar Kathale <shubhankarkathale1401@gmail.com> Sat, Jun 4, 2022 at 3:20 PM
To: tpossgmce@gmail.com

---------- Forwarded message ---------
From: **Wipro offer letter** <wipro+email+40uiu-8c8ce631fb@talent.icims.com>
Date: Fri, 29 Apr 2022, 12:09 pm
Subject: Wipro Offer Letter
To: <shubhankarkathale1401@gmail.com>

April 29, 2022

Dear **SHUBHANKAR KATHALE**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
Click to Complete

Your Login Information:
Login Name: **shubhankarkathale1401@gmail.com**
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

wipro

APPOINTMENT LETTER

April 30, 2022

Dear SOHIL SHEKH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be liable to*** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization which

I SOHIL SHEKH, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: SOHIL SHEKH

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

TAP/2022/D/92

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Offer Letter

Sumit Kulwant <sumitkulwant123@gmail.com> Fri, Nov 11, 2022 at 11:20 AM
To: tpossgmce@gmail.com

---------- Forwarded message ---------
From: **Wipro offer letter** <wipro+email+40vi6-d60aa3ed0d@talent.icims.com>
Date: Fri, Apr 29, 2022, 12:28 PM
Subject: Wipro Offer Letter
To: <sumitkulwant123@gmail.com>

April 29, 2022

Dear **sumit kulwant**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
Click to Complete

Your Login Information:
Login Name: **sumitkulwant123@gmail.com**
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

This message was sent to sumitkulwant123@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=F14924490739&contactId=22233464

TAP/07/2022/17

wipro

Amendment to Appointment Letter

WELCOME TO WIPRO

June 2, 2022

Dear Sumit Thakare,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

a. *The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.*

b. *The retirement age is 58 years.*

c. *You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.*

d. *We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.*

e. *This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.*

f. *The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."*

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items."

1. **No Further Modification.** Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter

2. **No Waiver.** Nothing in this Amendment shall be construed as a waiver of any breach, covenant, right or remedy of the Parties.

3. **Counterparts.** This Amendment may be executed in any number of counterparts in original or facsimile, each of which shall be deemed an original, but all of which taken together shall constitute one single agreement between the Parties.

4. **Precedence.** This Amendment shall constitute a part of and shall be read together with the Appointment Letter and shall run concurrently and be co-terminus and co-extensive with Appointment Letter. However, this Amendment shall prevail in the event of any inconsistency between any terms and conditions to this Amendment and the Appointment Letter.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

☑ Accept

☑ **Signature** Sumit Thakare 2/6/2022 10:43 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TAP/29/2022/118

Amendment to Appointment Letter

WELCOME TO WIPRO

April 29, 2022

Dear Tanvi Nanote,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

a. *The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.*

b. *The retirement age is 58 years.*

c. *You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.*

d. *We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.*

e. *This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.*

f. *The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."*

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items."

1. **No Further Modification.** Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter.

2. **No Waiver.** Nothing in this Amendment shall be construed as a waiver of any breach, covenant, right or remedy of the Parties.

3. **Counterparts.** This Amendment may be executed in any number of counterparts in original or facsimile, each of which shall be deemed an original, but all of which taken together shall constitute one single agreement between the Parties.

4. **Precedence.** This Amendment shall constitute a part of and shall be read together with the Appointment Letter and shall run concurrently and be co-terminus and co-extensive with Appointment Letter. However, this Amendment shall prevail in the event of any inconsistency between any terms and conditions to this Amendment and the Appointment Letter.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

☑ Accept

☑ **Signature** Tanvi Nanote 29/4/2022 3:45 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

23162990

TAP/2022/M/07

APPOINTMENT LETTER

April 21, 2022 -23569562

Dear VAIBHAV KOLHE,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000

TAP/5/2022/57

Gmail

TPO SSGMCE Shegaon <tpossgmce@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

T&P Coordinator Electrical Department <eletpo@gmail.com> Thu, Jun 30, 2022 at 5:16 PM
To: tpossgmce@gmail.com

LOI Of Vedant Warfade

---------- Forwarded message ---------
From: **vedant warfade** <vedantwarfade111@gmail.com>
Date: Wed, Nov 24, 2021 at 11:04 AM
Subject: Fwd: Wipro Campus Update_LOI
To: eletpo@gmail.com <eletpo@gmail.com>

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+2nzhg-229a049a96@talent.icims.com>
Date: Mon, Nov 22, 2021, 12:08 PM
Subject: Wipro Campus Update_LOI
To: <vedantwarfade111@gmail.com>

November 22, 2021

Dear Vedant Warfade ,
Resume Number - 23158023

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:
1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

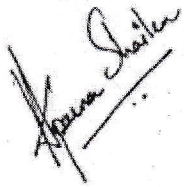
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to vedantwarfade111@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=042D23158023&contactId=14751610

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

TAP/M/2022/03



APPOINTMENT LETTER

April 5, 2022

Dear Vishal Karhad,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

I Vishal Karhad, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Vishal Karhad

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

JAP/2022/R/38

zensar

Ref: 0081559_10/1640378

Dated: January 8, 2022

To
Abhishek Moharir

Sub: Offer of Employment

Dear Mr. Abhishek Moharir,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),

Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

zensar

Annexure – A

Name: Abhishek Moharir
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

TAP/2022/LJ/45

Gmail

akshay nutiwar <akshaynutiwar@gmail.com>

Zensar - Offer Letter
1 message

ZenTAM <ZenTAM@invalidemail.com>
Reply-To: do_not_reply@invalidemail.com
To: akshaynutiwar@gmail.com
Cc: dhiraj.chawade@zensar.com

Sat, Jan 8, 2022 at 3:15 PM

zensar

Ref: 0081559_10/1640383

Dated: January 8, 2022

To
Akshay Nutiwar

Sub: Offer of Employment

Dear Mr. Akshay Nutiwar,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure: C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

zensar

Annexure – A

Name: Akshay Nutiwar
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

An RPG Company

CIN: L72200PN1963PLC012021 www.zensar.com Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7689

zensar

Ref: 0081559_10/1640399

Dated: January 8, 2022

To
Chinmay Deshkar

Sub: Offer of Employment

Dear Mr. Chinmay Deshkar,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited



Sanjeeva Malthani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

An RPG Company

CIN: L72200PN1963PLC012621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

02

zensar

Annexure – A

Name: Chinmay Deshkar
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children

		below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

zensar

Annexure – B

1. GRATUITY:

For every associate, the organization contributes 4.81% of the Basic salary towards the Gratuity fund.
All associates who have completed minimum 5 years of continuous service with the organization are entitled for Gratuity.

The entitlements are as per the following slabs:

- 5 years or more, and less than 10 years of service, Gratuity will be calculated @ 15 days basic salary for the number of years completed.
- More than 10 years and less than 15 years of service, Gratuity will be calculated @ one month basic salary for the number of years completed.
- More than 15 years of service, Gratuity will be calculated @ 1¼ month's basic salary for the number of years completed, subject to maximum of 26 months' salary.

The gratuity amount is payable on resignation/retirement subject to above conditions.

In case of death of the associate during the service, the associate's nominee is entitled for the Gratuity benefit calculated on the basis of anticipated service subject to the conditions under the scheme entered with LIC.

2. PROVIDENT FUND:

The associate becomes a member of the provident Fund Trust administered by the company from the date of the joining.

- The company deducts 12% of the basic every month through payroll as the associate's contribution to PF. Additionally, the company contributes 12 % of the associate's basic salary and the same is deposited with the Provident Fund Trust.
- Out the associate's contribution, 8.33% (subject to maximum of Rs. 541 p.m.) is remitted to The Regional Provident Fund Commissioner (RPFC), Pune towards the contribution for pension administered by RPFC.

TAP/2022/S/23

zensar

Ref: 0081559_10/1640379

Dated: January 8, 2022

To
Dhananjay Mhaisane

Sub: Offer of Employment

Dear Mr. Dhananjay Mhaisane,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

zensar

Annexure – A

Name: Dhananjay Mhaisane
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A.
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

TAP/2022/41/46

zensar

Ref: 0081559_10/1640385 **Dated: January 8, 2022**

To
Divya Wagh

Sub: Offer of Employment

Dear Ms. Divya Wagh,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

zensar

Annexure – A

Name: Divya Wagh
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

zensar

Annexure – B

1. GRATUITY:

For every associate, the organization contributes 4.81% of the Basic salary towards the Gratuity fund.
All associates who have completed minimum 5 years of continuous service with the organization are entitled for Gratuity.

The entitlements are as per the following slabs:

- 5 years or more, and less than 10 years of service, Gratuity will be calculated @ 15 days basic salary for the number of years completed.
- More than 10 years and less than 15 years of service, Gratuity will be calculated @ one month basic salary for the number of years completed.
- More than 15 years of service, Gratuity will be calculated @ 1¼ month's basic salary for the number of years completed, subject to maximum of 26 months' salary.

The gratuity amount is payable on resignation/retirement subject to above conditions.

In case of death of the associate during the service, the associate's nominee is entitled for the Gratuity benefit calculated on the basis of anticipated service subject to the conditions under the scheme entered with LIC.

2. PROVIDENT FUND:

The associate becomes a member of the provident Fund Trust administered by the company from the date of the joining.

- The company deducts 12% of the basic every month through payroll as the associate's contribution to PF. Additionally, the company contributes 12 % of the associate's basic salary and the same is deposited with the Provident Fund Trust.
- Out the associate's contribution, 8.33% (subject to maximum of Rs. 541 p.m.) is remitted to The Regional Provident Fund Commissioner (RPFC), Pune towards the contribution for pension administered by RPFC.

zensar

- The associate on resignation or retirement can apply to Trust for transfer or withdrawal of Provident Fund accumulation as per the Provident Fund rules.
- The associate is also entitled for Pension from RPFC on resignation or retirement as per the pension rules of RPFC.
- Voluntary Provident Fund: The associate, if wishes, may request for additional PF contribution minimum if 12% & maximum of 20% of Basic salary by way of deduction through payroll.

3. Other Benefits

- **Hospitalization**
  You and your spouse will be eligible to avail of the medical insurance cover.
- **Leave**

details of the policy would be available to you when you join.

4. Probationary Period

- You will be on probation for a period of 12 months from the date of joining and may be confirmed as a permanent associate upon successful completion of your probation. The period of probation can be extended at the discretion of the Company.
- During the probation period, the Company has the right to terminate your services at any time upon serving one day's notice to you.

5. Notice Period

- You will be required to give three months' notice in case you decide to leave our services and the same is subject to the company's discretion. The company reserves the right at its sole discretion, to substitute the notice period by paying whole or part of your base salary in lieu of the notice period.

- In case you leave the services of Zensar within 1 year of your joining the Organization, due to any reason, you will be required to repay the total expenses incurred by the company towards reimbursement to you on account of your relocation, notice pay buyout and joining bonus, if any.

6. Garden Leave : In a situation wherein continuation of your services for the specified notice period (whether in part or in full) are not considered detrimental to the interest of the Company, the Company may allow you to serve the notice period or require you to proceed on Garden Leave during the notice period which you would have otherwise served. However, if the Company receives your request to be relieved from your duties before the completion of the notice period or during Garden Leave, then the Company at its own prerogative may relieve you from your duties on or before the completion of notice period or Garden Leave subject to clauses 8 & 9 herein.

Garden Leave shall mean "an arrangement where an employee is not required to attend his duties and responsibilities at the workplace. However, for all purposes he shall continue to be considered as an employee of the Company and make himself available, as and when required by the Company for any work pertaining to his work responsibilities including transition of responsibilities.".

7. Employee request for immediate release: In a situation wherein the Company receives your request to be relieved from your duties without serving the notice period, the Company may at its own discretion relieve you with immediate effect.

8. Notice Pay: (a) Notwithstanding the nature of termination of your employment under any of the scenarios as set out, the Company may at its discretion.

- allow you to serve the notice period or
- require you to proceed on Garden Leave during the notice period which you would have otherwise served or
- relieve you immediately or at any time while you are serving your notice period in which event you shall be entitled to receive salary for the unserved notice period.

(b) In the event, you request the Company for an early release at any time during the notice period being served, you shall be liable to pay the Company, in line with the Company policy on notice pay, for the unserved notice period. Subject to applicable laws and Company's discretion in this regard, the Company may deduct such amount from the payments that shall be payable to you as full and final settlement of your dues. The date of your release, in such event, shall be decided by your designated manager / head of department / business head, as the case may be.
The Company will not be liable for any additional severance obligations under any of the above scenarios

9. Your release from the Company's services shall be subject to satisfactory transition of your duties and responsibilities. You shall also be required to return all Company property in your possession to the person designated by the Company in this regard. Company property shall include all documents and any copies thereof in whatever form those copies may be made, whether on paper, tape, computer disc, cloud storage-based facilities or any other digital medium or otherwise. If you hold any information on any equipment which you own, you shall forthwith copy that information onto an appropriate medium, supply that copy and any other copies in your possession to the Company and then delete such information from all equipment in your possession. Subsequent to the completion of the formalities as mentioned herein, you will be notified of the date of your release. Such release date shall be at the sole discretion of Company notwithstanding your willingness to pay for the unserved notice period for an early release.

10. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of minimum standards set by the company, the company shall have the right to terminate your services at its own discretion.

11. Group Insurances

- From the month following your joining, Company will provide you coverage under the Group Mediclaim Policy and Group Accident Insurance Policy, at no cost to you.
- It is mandatory to declare dependent (Dependent Spouse, Dependent Children) information to include them in the company Mediclaim Insurance policy.

12. Confidentiality
You agree at all times during the term of your employment and thereafter (without limit of time):

- Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and
- Not to disclose or divulge Confidential Information to any person or entity without written authorization of the Company
- You agree to return to Zensar all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment.
- For the purposes of Clause, "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), mark software, developments, inventions processes, formulas, technology, designs, drawings, engineering,

(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.



- You understand that retaining the confidential nature of 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.
- While performing your duties, you shall not copy / use /infringe a third-party intellectual property or confidential information.
- Any breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

13. Non Solicitation of Associates 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:
- Solicit, divert, take away, hire, or recruit, entice or attempt to solicit any associate of the Company or the business of any client, customer, potential client, potential customer, person, or entity with whom Associate had dealings for any purpose related in any manner to the business of the Company.
- Approach or seek employment with the Company's client(s) where you are/were deployed by the Company
- 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.
- This clause shall be binding on you even after your separation from the company.

An RPG Company

CIN: L72200PN1963PLC012621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014



14. Intellectual Property

- All intellectual property rights, 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 be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your employment to the company.

- 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.

- You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses suffered, arising out of infringement of any patent, trademark, label, design or application, including software programs and applications by reason of your acts, actions, activities not authorized by the Company or acts, actions, activities undertaken by you against Company's policies, guidelines instructions.

Retirement:

- You will retire/ superannuate from the company on reaching the age of 58 years.

- Notwithstanding the clause on retirement from the company's service, your employment with the Company is subject to termination on three month's prior notice by either side. The Company however, reserves the right to, at its sole discretion, substitute the notice period by paying you basic salary in lieu of the notice period.
- 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 manual.

- Notwithstanding anything else stated above, the Company shall also have the right to terminate your employment immediately without notice or payment in lieu of notice if:

  - 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

  - 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 o You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

  - There is a discrepancy in the documents/certificates given by you as a proof in support of the information provided by you at the time of interview and in the candidate data sheet.

Jurisdiction
Even though the company may depute you overseas for on-site work to any other location, any issues arising out of your contract of employment, shall be governed by the laws of India and the courts of Pune shall have the exclusively jurisdiction

15. Indemnification

- You agree to indemnify the Company for all loss, damage, liabilities and costs and expenses, including reasonable attorney fees, suffered or incurred by the Company or caused by or related to your breach of any of the provisions contained in this Terms of Employment.

TAP/R/2022/71

zensar

Ref:0092604_207/1640419

Dated: September 29, 2022

To Gunjan Bhagat

Sub: Offer of Employment

Dear Ms. Gunjan Bhagat,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

1. You are required to join on September 30, 2022 and the offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. your 'Annual Compensation' is attached herewith as in Annexure A. The terms and conditions of employment are in Annexure-B.

Please note this offer is conditional to verification of documents listed in Annexure C and your being found medically fit for employment.
Please confirm your acceptance, in writing, of this offer on or before October 1, 2022 to the undersigned given below address:

Zensar Knowledge Park, Kharadi, Plot # 4, MIDC, Off Nagar Road, Pune ý 411014, Maharashtra, India, Tel:+91-20-66057500/ 66074000

Yours Sincerely,
For Zensar Technologies Limited

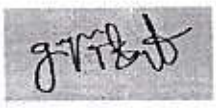
SanjeevaMaithani
Vice President Human Resources

Encl:Annexure A (Salary Structure),
Annexure B (Terms and Conditions of employment)
Annexure C (Document Check List)

Annexure A

Name: Gunjan Bhagat
Designation: Jr. Software Engineer
Grade : G0
Location: Pune

Component	Annual Gross (INR)	
Basic	240000	Base salary component.
Customized Allowance Pool*	99656	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	20000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	359656	
Company's contribution to PF	28800	12% of Basic
Gratuity	11544	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	7000	2X CTC or Min 11,50,000/-
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 11,50,000/; Please refer to policy
Total Cost to Company	407000	



TAP/2022/U/47

Zensar - Offer Letter

1 message

ZenTAM <ZenTAM@invalidemail.com>
Reply to: do_not_reply@invalidemail.com
To: karansinght117@gmail.com
Cc: dhiraj.chawade@zensar.com

Sat, 8 Jan, 2022 at 3:15 pm

zensar

Ref: 0081559_10/1640382

Dated: January 8, 2022

To
Karansingh Chandel

Sub: Offer of Employment

Dear Mr. Karansingh Chandel,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

An RPG Company

CIN: L72200PN1963PLC012621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

zensar

Annexure – A

Name: Karansingh Chandel
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

TAP/2022/R/40

Gmail

Kimaya Gabhane <kimayagabhane1@gmail.com>

Zensar - Offer Letter

ZenTAM <ZenTAM@invalidemail.com>
Reply-To: do_not_reply@invalidemail.com
To: kimayagabhane1@gmail.com
Cc: dhiraj.chawade@zensar.com

8 January 2022 at 15:05

zensar

Ref: 0081559_11/1639759

Dated: January 8, 2022

To
Kimaya Gabhane

Sub: Offer of Employment

Dear Ms. Kimaya Gabhane,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure).
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

zensar

Annexure – A

Name: Kimaya Gabhane
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

An RPG Company

CIN: L72200PN1963PLC012621 www.zensar.com Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014
Tel: +(20) 6607 4000, 3700 4000
+(20) 6605 7888

TAP/2022/R/41

zensar

Ref: 0081559_10/1640396 **Dated: January 8, 2022**

To
Mitesh Sakalkar

Sub: Offer of Employment

Dear Mr. Mitesh Sakalkar,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),

Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

CIN: L72200PN1963PLC012021 www.zensar.com Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

zensar

Annexure – A

Name: Mitesh Sakalkar
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (In order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

An RPG Company

CIN: L72200PN1963PLC012021 www.zensar.com Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

JAP/2022/S/24

zensar

Ref: 0081559_10/1640395

Dated: January 8, 2022

To
Pratik Unhale

Sub: Offer of Employment

Dear Mr. Pratik Unhale,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

An RPG Company

CIN: L72200PN1963PLC012621 www.zensar.com Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

zensar

Annexure – A

Name: Pratik Unhale
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance		Up to four family members (in order

TAP/2022/U/48

zensar

Ref: 0081559_10/1840386

Dated: January 8, 2022

To
Shraddha Bhambere

Sub: Offer of Employment

Dear Ms. Shraddha Bhambere,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

zensar

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)

An RPG Company

CIN: L72200PN1963PLC072621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

zensar

Name: Shraddha Bhambere
Designation: Jr. Software Engineer
Grade : G2

Annexure – A

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum insured is Rs. 11,50,000/- Please refer to policy
Group Health Insurance Scheme		Up to four family members (in order of Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

An RPG Company

Zensar Technologies Limited Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

zensar

Annexure – B

1. GRATUITY:

For every associate, the organization contributes 4.81% of the Basic salary towards the Gratuity fund.
All associates who have completed minimum 5 years of continuous service with the organization are entitled for Gratuity.

The entitlements are as per the following slabs:

- 5 years or more, and less than 10 years of service, Gratuity will be calculated @ 15 days basic salary for the number of years completed.
- More than 10 years and less than 15 years of service, Gratuity will be calculated @ one month basic salary for the number of years completed.
- More than 15 years of service, Gratuity will be calculated @ 1¼ month's basic salary for the number of years completed, subject to maximum of 26 months' salary.

The gratuity amount is payable on resignation/retirement subject to above conditions.

In case of death of the associate during the service, the associate's nominee is entitled for the Gratuity benefit calculated on the basis of anticipated service subject to the conditions under the scheme entered with LIC.

2. PROVIDENT FUND:

The associate becomes a member of the provident Fund Trust administered by the company from the date of the joining.

- The company deducts 12% of the basic every month through payroll as the associate's contribution to PF. Additionally, the company contributes 12 % of the associate's basic salary and the same is deposited with the Provident Fund Trust.
- Out the associate's contribution, 8.33% (subject to maximum of Rs. 541 p.m.) is remitted to The Regional Provident Fund Commissioner (RPFC), Pune towards the contribution for pension administered by RPFC.

zensar

- The associate on resignation or retirement can apply to Trust for transfer or withdrawal of Provident Fund accumulation as per the Provident Fund rules.
- The associate is also entitled for Pension from RPFC on resignation or retirement as per the pension rules of RPFC.
- Voluntary Provident Fund: The associate, if wishes, may request for additional PF contribution minimum if 12% & maximum of 20% of Basic salary by way of deduction through payroll.

3. Other Benefits

- **Hospitalization**
  You and your spouse will be eligible to avail of the medical insurance cover.
- **Leave**
  You will be eligible to 30 days of total leave during a year. This will include 15 days of privilege leaves and 12 days of flexi leaves. Flexi leave can be availed as casual leave, sick leave and paternity leave reasons. The details of the policy would be available to you when you join.

4. Probationary Period

BALAJI

Balaji Global

Office No .221, 2nd floor

Arrora Tower, East Wing,

M G Road, Camp,

Pune – 411001

Offer Cum Appointment Letter

Sub : Offer cum Appointment Letter for the post of – (HUMAN RESOURCE)

Dear **AARTI SANJAY CHATARKAR**

Congratulations!!!!

We refer to your recent interview for the above position and are pleased to inform you that we are offering you the above position with our Company effective from 05/12/2022 Under the following terms and conditions:

1. **Position : Full-Time Intern**

2. **Job Location : Pune**

3. **SALARY**

   Your salary will commence at Rs 14000/- per month.

   Internship Duration : Start Date to End date

4. **INCENTIVE**

   Your Incentive structure is unlimited as per your discussion with the management.

5. **PROBATIONARY PERIOD**

   Your appointment will be subject to a probationary period of 1month. An official confirmation of your appointment will be notified to you.

BALAJI

Balaji Global

Office No .221, 2nd floor

Arrora Tower, East Wing,

M G Road, Camp,

Pune – 411001

Offer Cum Appointment Letter

Sub : Offer cum Appointment Letter for the post of – (HUMAN RESOURCE)

Dear **AARTI SANJAY CHATARKAR**

Congratulations!!!!

We refer to your recent interview for the above position and are pleased to inform you that we are offering you the above position with our Company effective from 05/12/2022 Under the following terms and conditions:

1. **Position : Full-Time Intern**

2. **Job Location : Pune**

3. **SALARY**

   Your salary will commence at Rs 14000/- per month.

   Internship Duration : Start Date to End date

4. **INCENTIVE**

   Your Incentive structure is unlimited as per your discussion with the management.

5. **PROBATIONARY PERIOD**

   Your appointment will be subject to a probationary period of 1month. An official confirmation of your appointment will be notified to you.

6. **You will devote full time to the work of company and shall not under take any direct/indirect business or work honorary or remunerative, except with the written permission of the company.**

7. **PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT**

15Day's is the notice period for Resignation from The job. If Not Done Company will be liable to take Action or Hold the Salary

8. **If Any Employee In The Organization Caught In Any Kind Of Fraud (Miss- selling /Misuse Of Data/Document Liable tampering). Then Such Employee Will pay For HEAVY PENALTY.**

9. **If Anyone Caught In Exchanging Official Data Base Of This Organization Employees (Manpower) With Outsider SOLELY WILL BE (Other Organization). Then HE/SHE ACTION WHICH RESPONSIBLE FOR HEAVY PENALTY AND LEGAL WILL BE DECIDED BY COMPANY ITSELF.**

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

BALAJI GLOBAL MARKETING (I) PVT LTD.

Yours sincerely

Human Resource Manager

I agree to the appointment and accept the above terms and conditions of service.

Signature : .....

Name : .....

Date -

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

PRIVATE AND CONFIDENTIAL

Ref. No.: /BBL/HR/REC/30881/2023-2024

Date: 19-May-2023

Mr. Sumit Ravindra Patil
Pimpri, Gawali, Buldana, Maharashtra-443102

LETTER OF APPOINTMENT

Dear **Mr. Patil,**

With reference to your application and subsequent discussions with us, we are pleased to offer you employment with Bandhan Bank in the position of **Assistant Banking Unit Manager** for **12572-Bodwad Banking Unit** at **Jalgaon_MB Division** at **Executive** grade.

You shall be required to join the Bank on or before **29-May-2023.**

The detailed terms and conditions of your employment are outlined in **Annexure I** ("**Terms of Employment**") and compensation details are mentioned in **Annexure II** ("**Compensation Details**"). You will also be governed by the policies, rules and regulations of the Company as may be modified from time to time.

Accordingly, please sign and return a copy of this letter of employment and the employee statement attached herewith indicating your formal acceptance of your employment with the Company on the terms contained herein. Please initial each page of this letter. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between the Company and you and the terms and conditions of this letter of employment shall govern your employment with the Company.

Kindly note that in case we do not receive your formal acceptance on or before **24-May-2023**, this letter of employment shall automatically be rescinded.

Yours sincerely,

For **Bandhan Bank Limited,**



Dilip Kumar Mitra
Head-Business HR Partner Micro Banking & Payroll Management

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

ANNEXURE I

TERMS AND CONDITIONS OF EMPLOYMENT

1. Appointment

1.1 During the course of your employment, you will be governed by the Code of Conduct and Ethics, rules, regulations and other policies (together the "Company Policies") as enforced and as may be amended from time to time. The Bank reserves the right to vary the terms and conditions of service governing your appointment including your duties and responsibilities at any time.

1.2 You will be required to report at **12572-Bodwad Banking Unit** under **Jalgaon_MB Division.** You will be accountable for duties & responsibilities to the **Banking Unit-Manager** or to any such person in Company as may be indicated to you from time to time. However, your services are transferable and you can be seconded or deputed by the Company to any of its operations or operations of its associate companies in India or abroad. The Company further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of the Company or as part of any restructuring or amalgamation or such other plan implemented by the Company or by which the Company is bound, on such terms and conditions as applicable to such plan.

1.3 Your appointment and continuation in employment at Bandhan Bank is subject to clearance of all hand-over, dues in your previous organisation and submission of unconditional Relieving Letter and Experience Letter along with attested copies of all your degrees and professional qualification certificates at the time of joining.

Further, your appointment is subject to you being found medically fit for service by a registered medical practitioner as mentioned in Point 14 of this letter.

Additionally, Bandhan Bank reserves the right to conduct a background verification / seek references from your current / previous employers. If any information, declaration provided by you, at the time of selection/ joining is later found to be false or untrue, or if any material information is suppressed and / or the background verification / reference checks received are not satisfactory, Bandhan Bank may terminate your services forthwith.

2. Probation & Confirmation

2.1 You will be on a probation period of (**6** months) from the date of your joining at Bandhan Bank. During this period, your performance will be reviewed and if found satisfactory your employment will be confirmed on completion of this period, unless otherwise communicated by the Company. In the event the Company, at its sole discretion, extends the term of probation for such period as it may deem fit, any such extension of probation shall be duly communicated to you in writing. Your

performance will be continuously evaluated during such extended probationary period and if found satisfactory, your employment will be confirmed in writing on completion of this period.

3. Leave

3.1 You will be governed by Bandhan Bank's Leave Policy announced from time to time. However, you must obtain prior approval of the concerned reporting manager prior to availing privilege leave.

4. Termination

4.1 During the probationary period of (**6** months) including any extension, either party may terminate this appointment by giving 30 days prior notice in writing without assigning any reasons therefor. After confirmation, either party may terminate this appointment by giving 90 days' notice in writing to the other party without assigning any reasons thereof. Your resignation shall not automatically be assumed to be accepted from the date of its communication to the Company and will be subject to the fulfillment of notice period, proper handover of charge to your successor to the satisfaction of the Company and any other conditions as may be communicated to you in writing.

The Company reserves the right not to accept the payment in lieu of the notice and at its sole discretion may enforce the complete or part of the notice period to effectuate a proper handover of charge to the sole satisfaction of the Company.

In the event termination is initiated by you, the Company may, at its sole discretion, relieve you from such date as it may deem fit, even before the expiration of the notice period. Under these circumstances, the Company will ordinarily pay you compensation for the unexpired period of the notice period. The Company at its discretion reserves the right to withhold compensation, without incurring any liability should there be a material breach of your duties or obligations, or gross indiscipline or misconduct in this period.

4.2 The Company may terminate your services immediately without any compensation or notice thereof, if you are in material breach of your duties or obligations, or commit breach of trust or gross indiscipline or misconduct or commit breach of any applicable law or of the Company Policies and Code of Conduct and Ethics or any of the terms and conditions set forth herein. Such material breach would include your failure to comply with or committing breach of the provisions contained in this appointment letter, gross misconduct, financial irregularities, breach of confidentiality, any act involving moral turpitude, including conviction in any criminal case during your present or previous employment, breach of any applicable law or regulation, breach of the Company's Code of Conduct and Ethics, refusal to carry out reasonable instructions and the like. The said right of the Company is without prejudice to its rights in law or equity to initiate other legal action as it deems fit to protect its interests.

4.3 In the event of your continuous absence for a period exceeding 15 days, without formal request or permission from the management for the same, you shall be deemed to have left and relinquished your service. The contract of service shall come to an end when the employee abandons his / her job.

4.4 Subject to earlier termination of this engagement, you shall retire on the last day of the month in which you attain the age of 60 years.

4.5 Upon severance of your employment with the Company, it is agreed that any assets and amounts due to the Company by you shall be held in trust by you for and on behalf of the Company and subject to the provisions of this agreement, the Company commits itself to hold all amounts due to you in trust for you and on your behalf. The Company shall have the right to retain any amounts otherwise payable to you to satisfy any of your obligations as a result of any breach of this agreement.

4.6 The Company may proceed against you to seek injunction in an appropriate court of law against your working in any other company/firm/business before you are relieved from the Company. In addition to any other remedies which the Company may have at law or in equity, you agree that the Company shall have the right to have all provisions of this agreement specifically performed including the post-employment restrictions stipulated in clauses 5 and 6.

4.7 The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness. Your obligations set forth in paragraphs 5, 6 and 7 survive expiration or termination of your employment contract with the Company.

5. Confidentiality & Employment Policy

5.1 In the course of your assignment with the Company, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, trade secrets, design, technology, ideas, know-how, processes, formulas, compositions, data, techniques, improvements, inventions, work of authorship, business and product development plans, and other information concerning the Company's actual or anticipated business, research, and development or that is received by the Company, which is confidential or proprietary to Company or it's subsidiaries or affiliates, it's customers, subcontractors or any other person or company having any kind of association or relationship with Company, and / or it's affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

5.2 You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and shall not disclose or divulge any such Confidential Information to third parties or make use of such information for your own benefit or otherwise howsoever.

5.3 You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

5.4 Upon expiry or termination of your employment with Company, you will return and surrender to Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Company or its affiliates or customers may require in this regard, from time to time.

6. Disclosure of Information

6.1 You shall not, except in the course of your duties or unless ordered to do so by a court of competent jurisdiction, either during or anytime after your employment with us, use or disclose to any person, firm or corporation any information relating to the organization, its business, clients or trade secrets which have come into your possession in the course of your employment with us including public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Company or it's subsidiaries or affiliates, customers, sub-contractors or any other person or company having any kind of association or relationship with Company and/or its subsidiaries or affiliates, except with prior written approval.

7. Intellectual Property Rights

7.1 All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Company and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Company, during or after the term of this engagement, you shall assign and transfer in favor of Company or, at the request of Company, in favor of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Company may require, to effectually vest in Company, any of its subsidiary, affiliate or customers as Company may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

8. Compensation

8.1 Your gross annual compensation will be the aggregate of Total Fixed Pay & Benefits as set forth in the **Annexure II ("Compensation")** and will be subject to deduction of tax at source. Your Compensation will be reviewed periodically as per the Company compensation review cycle. The Company assumes no responsibility for your personal tax affairs, and your tax liability in respect of your Compensation is entirely your responsibility. Provided however, Company may from to time to time, withhold any tax as may be required by applicable law. It is a condition of your employment that you will abide by the Company's Policies of maintaining strict confidentiality of the compensation you receive from the Company.

8.2 It is however clarified that the Benefits as set forth in the Annexure are provided on a voluntary basis by the Company in accordance with the Company Policy in force at present, and hence are liable to (i) change from time to time; or (ii) be withdrawn any time. During the term of your employment with Company, you will be subject to all such applicable rules and regulations in accordance with the Company Policy as may be in force from time to time.

9. Learning & Development

9.1 During the course of your employment with the Company, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. Company will bear the costs and expenses in relation to such programs. However, you will be required to be in the employment of Company for a minimum specified period after such programs, failing which you will be required to reimburse such costs and expenses incurred by the Company in relation to such programs. Regarding the aforesaid, the Company reserves the right to ask you to sign an agreement/bond associated with the training/assignment. In the event of any breach of the conditions associated with the bond the Company will invoke the appropriate penalty clauses and you will be liable to pay the damages as provided in the said agreement/bond. Your refusal to undergo such programs on such terms would be considered as a material breach of the terms of employment and in such case, Company shall have the right to terminate this engagement, by giving you notice as referred to in clause **4** above, without being under obligation to make any payments to you.

10. Avoidance of Conflict of Interest

10.1 You agree that you shall perform your duties, as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of Company, you shall (a) use your best endeavor to defend and promote the business interests of Company; (b) devote your full time, attention and efforts to serve Company; and (c) whether by yourself, your employees, agents, or otherwise, and whether on your own behalf or for any other person, or entity in India or elsewhere, not directly or indirectly engage, practice of any business, profession or vocation, including any activity, which competes with activities of the



Company or conflicts with your position in the Company. You confirm that as on the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with the Company is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or vocation, without prior written consent of the Company, which consent may be granted at Company's sole discretion.

11. Should any provision of this Letter be held invalid or unenforceable, such invalidity will not invalidate the whole of this Letter and the remainder of this Agreement will remain in full force.

12. In the event of any dispute or claim arising under this Agreement or in connection with the conditions of employment on a contractual basis under this Agreement, such dispute or claim shall be referred to arbitration in pursuance of the Arbitration and Conciliation Act, 1996.The Company shall in the event of any such dispute or difference, have the right to nominate an Arbitrator as the sole Arbitrator to adjudicate upon the dispute/difference. Parties also agree to submit themselves to the exclusive territorial jurisdiction of courts at Kolkata. The arbitration proceedings shall be conducted in English Language. The fees of the Arbitrator shall be paid equally, in the first instance, by both parties, subject to the final adjudication of costs by the Arbitrator at the time of passing the award.

13. **The Insider Trading – Code of Conduct of the Bank ("Code") and SEBI (Prohibition of Insider Trading) Regulations, 2015 ("Regulations")**

13.1 By virtue of your appointment in the Bank, you shall abide by the provisions of the PIT Code and PIT Regulations. The PIT Code is available on the intranet of the Bank. It is the responsibility of each employee to become familiar with the Bank's PIT Code and understand these laws and regulations.

13.2 Depending on your role and grade, you may fall under the definition of Designated Person as per the PIT Code and PIT Regulations. As a result, you shall adhere to the conditions/ restrictions as laid down in the PIT Code and the PIT Regulations at all times, while dealing in the securities of the Bank or grey list companies. You shall submit the appropriate disclosures (Initial/Annual/Continual) on ESSCOM Portal within the prescribed timeline or as may be communicated to you from time to time.

13.3 Further, in compliance with the conditions/ restrictions as laid down in the PIT Code, you shall abide by the PIT Code while dealing in the securities of the Bank or grey list companies for a period of six months from the date of your relieving from the Bank and your trade shall be subject to pre-clearance by the Compliance Officer of the Bank.

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

14. Health Check-up

You shall be required to produce a medical fitness certificate before your confirmation process is initiated (i.e. 11 months from date of joining). You have to get stipulated tests done, at your own expense and obtain a registered medical practitioner's certificate and submit the same to your reporting manager. In the event of your failure to submit a medical fitness certificate or submitting an unsatisfactory medical fitness certificate shall result in rescinding of the employment with the Bank.

A duplicate copy of this letter is enclosed herewith, which may please be signed and returned to us in acceptance of the terms and conditions mentioned above.

For **Bandhan Bank Limited**



Dilip Kumar Mitra
Head-Business HR Partner Micro Banking & Payroll Management

Agreed and Accepted: _____ _____
(Candidate Name) **(Candidate Signature)**

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

ANNEXURE II – Compensation Details

Confidential

Candidate Name: Sumit Ravindra Patil **Grade:** Executive

Position Name: Assistant Banking Unit Manager **Location:** 12572-Bodwad Banking Unit - Jalgaon_MB Division

Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic Salary	₹ 5,600	₹ 67,200
HRA	₹ 2,800	₹ 33,600
Special Allowance	₹ 3,200	₹ 38,400
Medical Allowance	₹ 1,250	₹ 15,000
Conveyance Allowance	₹ 1,600	₹ 19,200
Statutory Bonus	₹ 1,400	₹ 16,800
Mobile Bill Reimbursement	₹ 150	₹ 1,800
Gross Salary	**₹ 16,000**	**₹ 1,92,000**
Benefits		
PF (Employer Contribution)	₹ 1,416	₹ 16,992
Gratuity #	₹ 269	₹ 3,228
Insurance Valuation - Mediclaim, Term Life and Accidental Benefit	₹782	₹ 9,384
Cost to Company(CTC)	**₹ 18,467**	**₹ 2,21,604**

 # Payable as per the Payment of Gratuity Act.

Over and above the CTC as provided above, the Bank may pay Performance based variable pay every year, comprising cash and non-cash components, based on the Bank's, Department's and Individual performance. There is no minimum guaranteed performance based variable pay. In terms of extant policy of the Bank, an employee who joins the Bank on or before 30th September is eligible for pro-rated performance-based variable pay, in the ensuing annual pay-cycle. An employee would be eligible for performance bonus only if s/he is an active employee and not resigned / serving resignation notice as of the date of the disbursement of performance bonus.

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

Confidentiality:

Matter of your compensation is confidential information of the Bank and should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purpose. Any breach of this confidentiality obligations will be considered as breach of fidelity and secrecy clause under your terms of appointment.

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 31 Mar 2022

Dear Gaurav Suresh Kute,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment a Bajaj Finance Limited ("**Company**") on the following terms:

1. DESIGNATION & BAND

You will be designated as "**Executive - Credit Operations**" at **GB01 Band.**

2. PERIOD OF EMPLOYMENT

2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **11 Apr 2022** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1. You shall be based in our **Dodi Bk FI** office but may be required to serve the Company in any place within or outside India, as required.

3.2. You may be required to travel nationally and internationally on the business of the Company.

3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1. Your basic salary will be **Rs. 8,000**/- (**Rupees Eight Thousand only**) and your house rent allowance will be **Rs. 4,000**/- (**Rupees Four Thousand only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (Forty-five days)** written notice to the other party. The notice period of **45 (Forty-five days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.

5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.

5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.

6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.

7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.

7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.

8.3 Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.

9.2 You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;

10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or

10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.

12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

V M Maneesh
Head – Human Resources

Encl: Annexure

*I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on*_____.

Signature : _____

Name : _____

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

Annexure - A

Detailed Salary Structure

Date : 31 Mar 2022
Name : Gaurav Suresh Kute
Band : GB01

Particulars	Annually	Monthly
Basic	96,000	8,000
House Rent Allowance	48,000	4,000
Special Allowance	13,536	1,128
Statutory Bonus	32,222	2,685
Contributory Provident Fund	13,144	1,095
ESIC	6,167	514
Fixed Pay	**209,069**	**17,422**
Gratuity	4,618	
Indicative Performance Pay#	52,267	
Total Cost to Company	**265,954**	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
  Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000** /- (**Rupees Twenty Lakh only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000** /- (**Rupees Twenty-five Lakh only**).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000** /- (**Rupees Three Lakh only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name :

Date :

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

Fwd: Offer - Bajaj Finserv - GB01 - Executive - Credit Operations - Savner - JR00082565

1 message

Shivam Satarkar <shivampatilsp99@gmail.com> Mon, Aug 29, 2022 at 1:55 PM
To: satyamohan84@gmail.com

---------- Forwarded message ---------
From: **Bajaj Finance Ltd** <hcmAdmin@tcsprocesscloud.in>
Date: Thu, 31 Mar 2022, 8:26 pm
Subject: Offer - Bajaj Finserv - GB01 - Executive - Credit Operations - Savner - JR00082565
To: <shivampatilsp99@gmail.com>
Cc: <madhuri.mohod@bajajfinserv.in>, <jyoti.dodmani@bajajfinserv.in>, <sagar.rajpathak@bajajfinserv.in>, <namrith.shetty@bajajfinserv.in>, <nitin.sharma@bajajfinserv.in>, <akshada.jadhav@bajajfinserv.in>, <neha.kinhalkar@bajajfinserv.in>, <archana.sharma@bajajfinserv.in>, <prateek.panda@bajajfinserv.in>, <saurabh.namdeo@bajajfinserv.in>, <niharika.hardikar@bajajfinserv.in>, <aman.sharma@bajajfinserv.in>, <pratik.shah2@bajajfinserv.in>, <chaitrali.sankpal@bajajfinserv.in>, <punita.kaushik@bajajfinserv.in>, <shrikant.shirke@bajajfinserv.in>

Dear Shivam Satarkar,

Greetings from Bajaj Finance Limited.

Subsequent to the various discussions you had with Bajaj Finance Limited representatives, we are pleased to offer you the position of **Executive - Credit Operations** based at our **Savner** office. The Band offered for the position are **GB01** respectively. CTC details are as mentioned below.

Salary Components	Annual	Monthly
Basic Salary	96,000	8,000
House Rent Allowance (HRA)	48,000	4,000
Special Allowance	13,536	1,128
ESIC Er Contribution	6,167	514
Statutory Bonus	32,222	2,685
Provident Fund Employer	13,144	1,095
Gross Salary	209,069	17,422
Gratuity	4,618	
Indicative Performance Pay#	52,267	4,356
Total Cost To Company	265,954	

*the amount is indicative and as per the current performance pay policy may vary depending upon the performance. The management reserves the rights to amend policy at any point of time.

You would be covered under the Group Life Insurance Scheme with a sum insured of **Rs. 2,000,000**. Also,you will be covered under the Group Accident Insurance Scheme with a sum insured of **Rs. 2,500,000**.

You would be entitled for a hospitalization claim of **Rs. 300,000**, premium borne by employer with an option to include spouse and upto two children and parents (with subsidized premium borne by the employee).

Your tentative Date of Joining as per the discussions so far is 07-04-2022.

You are requested to confirm online your acceptance of the above offer within two (2) days of the date of receipt of this email. Click Here to do the same, confirm your date of joining, and submit online up-to-date Personal Resume Form details. This will enable us to roll out a formal offer letter. For any clarifications in this regard, kindly get in touch with the undersigned. If no response is received within 2 days it will be presumed that you are not availing the offer.

Your appointment is subject to the below criteria:

- Our organization does a thorough background and reference verification post your joining basis the mentioned parameters below, the scope is not limited to the same.

- Employment and reference check - Current and Previous - (tenure, manager feedback, salary confirmation etc.)

- PAN and Aadhar Check
- Criminal Record Check
- Education Check, Public & Government Database Checks
- Address Verification

username : shivampatilsp99@gmail.com
password : zFt4o6*Wpta

Regards,
Niharika Shashank Hardikar

1:13

offer letter

BAJAJ FINSERV

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 04 Jun 2022

Dear Deval Anand Gawande,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment a Bajaj Finance Limited ("**Company**") on the following terms:

1. **DESIGNATION & BAND**

   You will be designated as "**Manager - Digital Product Finance**" at **GB02 Band.**

2. **PERIOD OF EMPLOYMENT**

2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **09 Jun 2022** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. **HOURS AND PLACE OF WORK**

3.1. You shall be based in our **Akola** office but may be required to serve the Company in any place within or outside India, as required.

3.2. You may be required to travel nationally and internationally on the business of the Company.

3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. **SALARY**

4.1. Your basic salary will be **Rs. 9,000/-** (**Rupees Nine Thousand only**) and your house rent allowance will be **Rs. 4,500/-** (**Rupees Four Thousand Five Hundred only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. **TERMINATION OR RESIGNATION FROM SERVICE**

   The employment can, subject to the policies of the

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

BAJAJ FINSERV

5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving 45 (Forty-five days) written notice to the other party. The

Share Modify Acrobat Fill & Sign More

CRIF



Name : Shivam Satarkar

Desig.: Customer Support Specialist Junior

Code: 10811268

D.O.J.: 26th September 2022

Unti 601, Sixth Floor, Axis Centra,
Pan Card Club Road, Baner, Pune MH 411045 IN
Tel No.: 020-67642900

OFFER LETTER

25th September, 2022

Dear Shivam Vitthal Satarkar,

Congratulations!

With reference to your application and subsequent interviews, we are pleased to offer you a position with CRIF Solutions Pvt. Ltd. as **Customer Support Specialist Junior.**

Salient terms and conditions of your appointment with the Company are as follows:

1. Your position is based in **Pune**, India and you will functionally report to the **Team Leader II** or designees of CRIF Solutions Pvt. Ltd.

2. You are required to join at the earliest but not later than **26th September, 2022.**

3. For your services, your annual compensation will be **INR 3,00,000/- [Three Lacs Only] per annum**, which is as per the attached **Annexure I** below as Compensation Details and will be subject to Income Tax deductible at source. The above-mentioned compensation will include the company's contribution to your Provident Fund and LTA if any, which will be payable in 12 (twelve) equal installments.

4. You completely understand and agree that the payment of your aforementioned compensation is subject to successful background verification checks and report and the Company has the right to recover any amount paid to you as part of your compensation upon unsuccessful background verification report including but not limited to withholding and delay in the first pay out of your compensation

5. In the event employee's employment with the organization ends for any reason, voluntarily or involuntarily, except as a result of termination or reduction in work-force, within **18 months** from the date you receive the benefits related to company paid accommodation/Notice Buyouts/Joining Bonus/Relocation or equivalent, the said additional benefit(s)/amount(s) is/are recoverable and must be paid back in full to the Company, the Company shall deduct the balance amount from your full and final settlement.

6. **You shall be required to provide the Company all documents and information as set forth in Annexure II as List of Documents. Basis such documents and any other documents requested by the Company, the Company shall at its discretion perform background verification checks in manner deems fit to the Company.**

7. You will be required to sign a **Confidentiality and Non-Disclosure Declaration/Agreement** and a **Non - Compete Agreement and Fidelity & Secrecy Form**, pending which, it is clearly understood and accepted by you that all and any information you have access to or comes to your knowledge by virtue of your employment with CRIF Solutions Pvt. Ltd., is strictly confidential in nature and will not be divulged in any manner to anyone except in the performance of your official duties.

8. You will be on **probation for a period of six months** during which your performance will be assessed and if it is found that your performance is inadequate, your services will be terminated with a notice of **30 days**. On completion of the probation period, as above, and on the management being satisfied with your performance, you will be confirmed in the services of the company. **Thereafter, your services can be terminated with a notice of 3 months from either side.** Your confirmation is dependent on background verification checks.

9. The current **offer is valid until 25th September, 2022** you are requested to send copy of this agreement signed as a note of acceptance. In case any terms or conditions are not met, this offer letter will be considered automatically withdrawn without any obligation on part of the Company.

25th September, 2022

Kindly sign and initial each page of this letter and return a copy in acceptance. We welcome you and wish you every success in your career with CRIF Solutions Pvt. Ltd.

In case of any questions/clarifications regarding your appointment letter/joining/other queries, please contact us at hrteam@crifhighmark.com

For CRIF Solutions Private Limited

MANISHA PRASAD

Digitally signed by MANISHA PRASAD
DN: c=IN, postalCode=411040, st=MAHARASHTRA, l=PUNE, o=Personal, serialNumber=80ee69bf2056d91433a5bf2d8efba311b5176be189e53222fb43b5a81a44585f, pseudonym=c8607951370649b483b8c2a291843535, 2.5.4.20=944db64202b773936681 9cc36d4815cccb58b9357ee4a906d6cc3058eb13c78a7, email=M.PRASAD@CRIF.COM, cn=MANISHA PRASAD
Date: 2022.09.25 13:25:08 +05'30'

_____

Manisha Prasad

Senior Vice President – Human Resource

Agreed and accepted:

I have read, understood and agree with the terms stated in this letter of offer. My signature below constitutes an Acceptance of this offer of employment

_____

Signature Shivam Vitthal Satarkar

[Date: _____]

25th September, 2022

Annexure I

***Compensation Structure**

Name : Shivam Vitthal Satarkar
Designation : Customer Support Specialist Junior
Location : Pune

Salary Components	Monthly (Rs)	Yearly (Rs)
Basic Pay	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	-	-
Other Allowance	76.00	912
Statutory Bonus	875.00	10,500
LTA	1,250	14,994
Salary Payable (i)	**23,201**	**2,78,406**
Reimbursements		
Fuel & Vehicle Main		-
Driver Salary		-
Professional Development Allowance		-
Telephone Reimbursements		-
Hostel Expenditure Allowance		-
Food Coupons		-
Monthly Reimbursement (ii)	**-**	**-**
Total Salary	**23,201**	**2,78,406**
Monthly PF Deduction		
PF Contribution	1,800	21,600
	-	
Fixed Cost	25,000	**3,00,000**
Variable/RetentionCost	-	
Total Cost to the company		**3,00,000**
***Additional Benefits**		**(On-Top of Fixed CTC)**
MBO (If applicable) (MBO of your Fixed Cost)		**As per Company's MBO Payment Policy**
Commissions (if applicable)		**As per Company's Commission Payment Policy**
Group Medical Coverage (Mediclaim Policy)		**As per scheme**
Group Term Life Insurance		**As per scheme**
Group Personal Accidental Insurance		**As per scheme**
Gratuity		**As per law**

- *****CRIF Solutions Pvt. Ltd. reviews its compensation structure, additional benefits and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such changes become applicable.
- Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.
- *Telephone reimbursements (Mobile Bills) will only be applicable to employees who do not have company provided Cellphone's/Telephones

25th September, 2022

Annexure II
List of Documents

1. Listed below are the documents that you need to share (Softcopy) before joining & furnish (in Photocopy) at the time of joining, Joining will not happen without these documents.

a. Last Salary Slip/Professional Relieving Letter from previous employer (last employment)
b. Recent highest qualification certificates.
c. CRIF Offer Letter
d.Date Of Birth Proof (ONE of the following): Birth Certificate, Class 10 Board Certificate, Passport, Pan Card, Driving license)
e. Photo ID (ONE of the following): Voters ID, Driving license, Passport, Ration Card, PAN card, Affidavit (Original with Photo) duly attested by the Gazetted Officer, Bank Pass Book (with photograph) duly attested by Bank, 10th Class Certificate (with photo on it) or XII Board hall ticket (Class XII hall tickets will be accepted only for those candidates joining straight after school and don't have any other document)
f. Address proof (ONE of the following):

I. Govt−issued ID card Copy − Voters ID, Aadhar Card, Driver's License, Passport, PAN Card & Ration Card
II. Affidavit (Original with Photo) duly attested by the Gazetted Officer
III. Bank Pass Book/Statement with Address & Latest Entry Page (within 3 months)
IV. Residence certificate by Tahsildaar or other govt. body
V. Postpaid connection bill
VI. Utility Bill (Electricity/Water/Landline Bill/Property Tax/Gas bill or slip within 3 months) Self or parents, in laws if married for female employees OR Rent Agreement Self or parents, in laws if married for female employees

The same document may be used as proof for more than one of the above requirements.

In the Event that you do not have any of the above mentioned documents for requirements e & f (Photo ID and Address proof) prior to your employment with CRIF Solutions, please furnish an affidavit with your name, Date Of Birth, photograph, father's name, address (permanent and temporary), educational qualification that has been ATTESTED BY A NOTARY. However you will be required to produce one of the documents mentioned above within 6 months from the date of joining.

2. In addition to the documents mentioned above, you are requested to provide the following documents & information. Please ensure that these documents and information are available with you on your date of joining.
Documents:

a. Updated Resume
b. Nationality Proof (Voters id, Passport, Driving license or any government approved proof indicating nationality)
c. 4 recent Passport size Photographs.(measure 45mm by 35mm)

3. Experience Proof− please attach Relieving Letter and any of the following Documents for each employment declared in Background check form clearly mentioning Start &End Date of Tenure for each employment.

· Appointment Letter of Last Company + Last 3 months Salary Slips or
· Resignation Acceptance Letter or
· F&F (Full & Final) Settlement Document

25th September, 2022

Information required for PF account:

4. Names and Date of Birth of Family members you would want to mention as nominees for the Provident Fund Schemes. Kindly fill Form 2 & Form 11.

5. If already a member of a provident fund (PF) scheme with previous employer, then:

- Employer's name
- Provident Fund account number from previous employer
- Universal account number provided by your previous employer.
- Date of joining & leaving from previous employer
- Adhaar card copy

7. Please bring PAN card (If Available, carry/if applied, carry Acknowledgement Receipt /if not, kindly apply immediately).

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

August 24, 2022

Ref:HDBFS/22-23/HRIC69669/Appt/158489

Mr.Avinash Rajendrasing Chavan ,
Sn-15/8B+9+10A ,
Sargam So Lane-2 ,
Karvenagar Pune ,
Pune-411052

Dear Mr.Avinash Rajendrasing Chavan ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PRIME CHANNEL on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, GIGA SPACE PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 8, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Mr.Avinash Rajendrasing Chavan

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.AVINASH RAJENDRASING CHAVAN	
Role	Jr. Officer - Prime Channel	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC69669/Appt/158489

I accept the terms and conditions as mentioned in the Appointment letter.

Mr.Avinash Rajendrasing Chavan

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 8, 2022

Ref:HDBFS/22-23/HRIC70568/Appt/159698

Mr.Abhishek Nandkishor Kharode ,
S N 15 Pl N 6 C ,
Shehankit Socy ,
Warje Nakat Naka Pune ,
Pune-411029

Dear Mr.Abhishek Nandkishor Kharode ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLASSIC ON PHONE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, WANWADI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 23, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Mr.Abhishek Nandkishor Kharode

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.ABHISHEK NANDKISHOR KHARODE	
Role	Jr. Officer - Classic on Phone	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC70568/Appt/159698

I accept the terms and conditions as mentioned in the Appointment letter.

Mr.Abhishek Nandkishor Kharode

Offer ref # 159698

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Abhishek Nandkishor Kharode
2. FATHER'S / HUSBAND'S NAME : Nandkishor
3. DATE OF BIRTH : 13-Apr-1999
4. SEX : Male
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : At Sheri Bk Post Malegaon, Bajar Tq Telhare , Akola - 444108

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Nandkishor Shrikrishna Kharode, S N 15 Pl N 6 C , Shehankit Socy , Pune- 411029	Father	01 - Jul - 1963	100	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 159698

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Nandkishor Shrikrishna Kharode, S N 15 Pl N 6 C , Shehankit Socy , Pune- 411029	01 - Jul - 1963	Father

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Nandkishor Shrikrishna Kharode	S N 15 Pl N 6 C , Shehankit Socy , Pune- 411029	01 - Jul - 1963	Father

Date : 17-Sep-2022

X

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

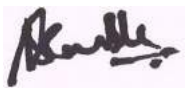
CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited





Place : _____

Date :

Authorized Signatory

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 159698

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari ABHISHEK NANDKISHOR KHARODE whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
   (b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	NANDKISHOR SHRIKRISHNA KHARODE,S N 15 Pl N 6 C , Shehankit Socy , Pune- 411029	Father	01 - Jul - 1963	100
2				
3				
4				
5				
6				

Offer ref # 159698

Statement			
1	Religion	Hinduism	
2	Sex.	Male	
3	Name of employee in full.	Abhishek Nandkishor Kharode	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Wanwadi	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Classic on Phone	
7	Date of appointment.	16-Sep-2022	
8	Permanent address.	At Sheri Bk Post Malegaon, Bajar Tq Telhare , Akola - 444108	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Wanwadi
Date : 17-Sep-2022

X _____
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Wanwadi

Address of witnesses

1. _____
2. _____

Place : Wanwadi

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

X

Date _____

_____
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

159698

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Abhishek Nandkishor Kharode
2	Fathers' Name ☑ Spouse's Name ☐	Nandkishor
3	Date of Birth (DD/MM/YYYY)	13/04/1999
4	Gender: (Male/Female/Transgender)	Male
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	patilabhi721@gmail.com 9689528788
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	16/09/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	323702010130256 UBIN0532371
	c) AADHAAR Number:	459460696348
	d) Permanent Account No. (PAN), if available	JTPPK9565R
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 17-Sep-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai

Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 159698 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Abhishek Nandkishor Kharode				
3. पिता/पति का नाम Father's/Husband's Name	Nandkishor				
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/अविवाहित विधवा M/U/W
	13	04	99	6.लिंग/Sex	पु.म./M.F.

7. वर्तमान पता/Present Address
S N 15 Pl N 6 C
Shehankit Socy
Pune,Maharashtra
पिन कोड Pin Code 4 1 1 0 2 9
टेलीफोन नम्बर/ई-मेल पता/patilabhi721@gmail.com

8. स्थायी पता/Permanent Address
At Sheri Bk Post Malegaon
Bajar Tq Telhare
Akola,Maharashtra
पिन कोड Pin Code 4 4 4 1 0 8
टेलीफोन नम्बर/ई-मेल पता/ 9689528788

शाखा कार्यालय Branch Office

औषधालय Dispensary

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.

10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	16	09	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
NANDKISHOR SHRIKRISHNA KHARODE	Father	S N 15 Pl N 6 C ,Shehankit Socy ,Pune,411029

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.
X

सील सहित हस्ताक्षर
Signature with seal
HDB Financial Services Limited Mumbai

(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	NANDKISHOR SHRIKRISHNA KHARODE	01-07-1963	Father	Yes			

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Abhishek Nandkishor Kharode	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	16-09-2022
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity

तारीख
Dated

X बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 159698

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	NANDKISHOR SHRIKRISHNA KHARODE	01-07-1963	Father	Yes			

HDFC BANK
We understand your world

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

Appointment Letter

Personal & Confidential

Employee Code : 522395

Name : Abhishek Nandkishor Kharode

Location : Pune

Dear Abhishek Nandkishor Kharode ,

We are pleased to offer you as COP Officer, in Virtual Relationship Banking(cost code: 156) at branch (9782), Pune on the following terms and conditions:

Date of Joining : May 09, 23

BAND : S1.

Basic Salary	: 14803.00 Rs. /-pm
HRA	: 7401.00 Rs. /-pm
Total	**: 22204 Rs. /-pm**

(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

Provident Fund:

You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

The details of your remuneration and benefits are given in Annexure.

1. Notice Period:

In case you decide to leave the Bank's services, you will be required to give thirty days' notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay the Bank the salary for the notice period so reduced/waived off. Bank, after confirmation at its discretion can decide to relieve you by giving month's notice or Salary in lieu of notice.

2. Job description:

Your duties and responsibilities will be explained to you on your joining the bank. However, you shall execute and perform all such duties that may be assigned to you by the Bank from time to time and the Bank reserves its right to change these at its discretion.

3. Location & Transfer:

Your initial place of posting will be Pune. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

4. Secrecy:

It is a condition of your employment that you will not, for whatever reason, divulge without an express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your employment with the Bank.

HDFC BANK
We understand your world

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

5. Alternative Employment:

During the course of your employment with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

6. Termination of employment:

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination, suppression of facts, falsification of documents or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

7. Conditions Precedent:

The documents so received by and are provided to the Bank shall be verified in normal course. In case the same are found to be incorrect, fake, or misrepresented action as deemed fit by the Bank will be taken

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by return copy of this letter, duly signed by you, within two days of receipt. In case no confirmation is received within the above mentioned period the appointment letter shall be deemed to have been withdrawn.

HDFC BANK
We understand your world

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC Bank Limited



R Nagarajan

HR Lead HR Shared Services

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Date:

This is a system generated letter hence signature is embossed on the same.

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

Annexure - A

Remuneration:

Basic Salary	Total Salary – HRA
HRA	Fixed
Total Salary	Basic Salary + HRA

Incentives:

You will be eligible for monthly Performance Linked Incentive Pay, as per the policy of the Bank.

Benefits:

- Total Mediclaim cover of Rs.1,00,000/- for self and spouse (Parents and Children not covered).
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and /or, as per Bank policy.

I read & understand the Annexure – A

Signature of Applicant

Name:

Date:

HDFC bank Ltd.,
I-Think Techno Campus,
Building Alpha,Next to Kanjur
Marg Railway Station(East)
Kanjur Marg(E),
Mumbai-400 042

Important Note on Grooming Standards

As employees of HDFC Bank, we, in our interactions with customers, clients, vendors and business associates, are the face of the Bank. It is therefore imperative that each of us applies a certain amount of prudence in the choice of our attire and grooming standards. **Office attire should be smart and appropriate for conducting business on behalf of the Bank at all times.**

Grooming standards for Men

Hair- Should be conservative, well maintained and cut short.
Moustaches / beards neatly trimmed or face clean shaven - daily maintenance mandatory. After-shave (optional)

Attire- Formal wear: Trousers must be in dark to medium colour tones (black, brown, navy blue, gray or beige)
Shirts should be with full-length sleeves and worn with a tie (mandatory).
If the occasion so demands (formal function / business call to an important Corporate / Client etc.)
a blazer or suit appropriately chosen for the weather should be worn.
Saturdays: Smart casuals are acceptable, Semi formal trousers, Denim trousers, Collared T-shirts, Semi-formal shirts, Shirts with checks

Footwear- Leather laced shoes with socks and coordinated with the trousers and belt.
Socks must be in basic colours (black, brown, dark blue, gray or beige), coordinated with the trousers and calf length. Only on Saturdays, semi formal shoes in leather, calf leather or suede.

Others- Neatly cut short nails, No ornaments except for obligatory ring or kada.

Grooming standards for Women

Hair- Should be simple and clean, neatly combed at all times. Long hair may be tied in a bun or a plait Indian formal wear: Indian saris, Salwar suits.
Western formal wear: Suits in basic colours. Preferably in black, dark brown, navy blue, beige or very light shades

Attire- Formal shirts with formal trousers or skirts.
Saturdays: Smart casuals are acceptable, Full length denim trousers, Skirts, Kurtis, Semi formal blouses and tops

Footwear- Leather sandals or sandals of similar material , Closed shoes, Shoes must be well coordinated with clothes.

Others- Neatly cut nails, Simple elegant ornaments, Basic daywear makeup along with perfume/deodorant

Regd.Office : HDFC Bank Limited, HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013
Corporate Identity No: L65920MH1994PLC08O618

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 26, 2022

Ref:HDBFS/22-23/HRIC72000/Appt/160584

Ms.Kajal Narayanappa Kenekar ,
S N 15 Pl N 6 C Shehankit,
Socty Warje Nakat Pune ,
Pune-411029

Dear Ms.Kajal Narayanappa Kenekar ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PRIME CHANNEL on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, WANWADI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than October 11, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Ms.Kajal Narayanappa Kenekar

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MS.KAJAL NARAYANAPPA KENEKAR	
Role	Jr. Officer - Prime Channel	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC72000/Appt/160584

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Kajal Narayanappa Kenekar

Offer ref # 160584

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Kajal Narayanappa Kenekar
2. FATHER'S / HUSBAND'S NAME : Narayanappa Kenekar
3. DATE OF BIRTH : 25-May-1999
4. SEX : Female
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : Rajeshwar Colony , Shegaon Buldana , Buldana - 444203

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Vitthal Narayan Kenekar , S N 15 Pl N 6 C Shehankit, Socty Warje Nakat Pune , Pune-411029	Brother	17 - Apr - 1997	100	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 160584

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Vitthal Narayan Kenekar , S N 15 Pl N 6 C Shehankit, Socty Warje Nakat Pune , Pune- 411029	17 - Apr - 1997	Brother

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Vitthal Narayan Kenekar	S N 15 Pl N 6 C Shehankit, Socty Warje Nakat Pune , Pune- 411029	17 - Apr - 1997	Brother

Date : 06-Oct-2022

X

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

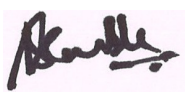
CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited





Place : _____

Date :

Authorized Signatory

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 160584

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari KAJAL NARAYANAPPA KENEKAR whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
   (b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	Vitthal Narayan Kenekar ,S N 15 Pl N 6 C Shehankit, Socty Warje Nakat Pune , Pune- 411029	Brother	17 - Apr - 1997	100
2				
3				
4				
5				
6				

Offer ref # 160584

Statement			
1	Religion	Hinduism	
2	Sex.	Female	
3	Name of employee in full.	Kajal Narayanappa Kenekar	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Wanwadi	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Prime Channel	
7	Date of appointment.	03-Oct-2022	
8	Permanent address.	Rajeshwar Colony , Shegaon Buldana , Buldana - 444203	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Wanwadi
Date : 06-Oct-2022

X _____
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Wanwadi

Address of witnesses

1. _____
2. _____

Place : Wanwadi

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

X

Date _____

_____
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

160584

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Kajal Narayanappa Kenekar
2	Fathers' Name ☑ Spouse's Name ☐	Narayanappa Kenekar
3	Date of Birth (DD/MM/YYYY)	25/05/1999
4	Gender: (Male/Female/Transgender)	Female
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	kajalkenekar2020@gmail.com 9422546238
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	03/10/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	35209210059 SBIN0002176
	c) AADHAAR Number:	563200391403
	d) Permanent Account No. (PAN), if available	KEXPK2813C
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 06-Oct-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai



Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 160584 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Kajal Narayanappa Kenekar				
3. पिता/पति का नाम Father's/Husband's Name	Narayanappa Kenekar				
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/अविवाहित विधवा M/U/W
	25	05	99	6.लिंग/Sex	पु.म./M.F. ✓

7. वर्तमान पता/Present Address
S N 15 Pl N 6 C Shehankit
Socty Warje Nakat Pune
Pune,Maharashtra
पिन कोड Pin Code 4 1 1 0 2 9
टेलीफोन नम्बर/ई-मेल पता/kajalkenekar2020@gmail.com

8. स्थायी पता/Permanent Address
Rajeshwar Colony
Shegaon Buldana
Buldana ,Maharashtra
पिन कोड Pin Code 4 4 4 2 0 3
टेलीफोन नम्बर/ई-मेल पता/ 9422546238

शाखा कार्यालय Branch Office

औषधालय Dispensary

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.

10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	03	10	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
Vitthal Narayan Kenekar	11	S N 15 Pl N 6 C Shehankit,Socty Warje Nakat Pune ,Pune,411029

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.
X

सील सहित हस्ताक्षर
Signature with seal
HDB Financial Services Limited Mumbai

(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Vitthal Narayan Kenekar	17-04-1997	11	Yes			

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Kajal Narayanappa Kenekar	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	03-10-2022
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity

तारीख
Dated

X बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 160584

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Vitthal Narayan Kenekar	17-04-1997	11	Yes			

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 1, 2022

Ref:HDBFS/22-23/HRIC70197/Appt/158980

Ms.Nupur Dugdeo Timande ,
Nehru Park Ano 49,
Kale Padal Hadapsar ,
Pune-411028

Dear Ms.Nupur Dugdeo Timande ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PHONEBANKING on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 16, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Ms.Nupur Dugdeo Timande

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MS.NUPUR DUGDEO TIMANDE	
Role	Jr. Officer - Phonebanking	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	95,760	7,980
HRA	38,304	3,192
PDA	25,536	2,128
Provident Fund (Employer's contribution)	14,556	1,213
Gross Salary (A)	**1,74,156**	**14,513**
ESIC (Employer's contribution)----(B)	5,187	432
Gratuity---------- (C)	4,606	384
Total Fixed Compensation (D=A+B+C)	**1,83,949**	**15,329**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC70197/Appt/158980

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Nupur Dugdeo Timande

Offer ref # 158980

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Nupur Dugdeo Timande
2. FATHER'S / HUSBAND'S NAME : Dugdeo
3. DATE OF BIRTH : 09-Jul-1995
4. SEX : Female
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : Netaji Waard Pauni , Bhandara , Bhandara - 441910

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Dugdeo Vasantrao Timande, Netaji Waard Pauni , Bhandara , Bhandara - 441910	Father	16 - Dec - 1963	100	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 158980

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Dugdeo Vasantrao Timande, Netaji Waard Pauni , Bhandara , Bhandara - 441910	16 - Dec - 1963	Father

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Dugdeo Vasantrao Timande	Netaji Waard Pauni , Bhandara , Bhandara - 441910	16 - Dec - 1963	Father

Date : 05-Sep-2022

X

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

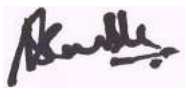
CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited





Place : _____

Date :

Authorized Signatory

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 158980

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari NUPUR DUGDEO TIMANDE whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
(b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	Pushpa Dugdeo Timande,Netaji Waard Pauni , Bhandara , Bhandara - 441910	Mother	14 - Jan - 1968	100
2				
3				
4				
5				
6				

Offer ref # 158980

Statement			
1	Religion	Hinduism	
2	Sex.	Female	
3	Name of employee in full.	Nupur Dugdeo Timande	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Bund Garden Road Back Office	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Phonebanking	
7	Date of appointment.	05-Sep-2022	
8	Permanent address.	Netaji Waard Pauni , Bhandara , Bhandara - 441910	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Bund Garden Road Back Office
Date : 05-Sep-2022

X _____
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Bund Garden Road Back Office

Address of witnesses

1. _____
2. _____

Place : Bund Garden Road Back Office

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited





Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

X

Date _____

_____
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

158980

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Nupur Dugdeo Timande
2	Fathers' Name ☑ Spouse's Name ☐	Dugdeo
3	Date of Birth (DD/MM/YYYY)	09/07/1995
4	Gender: (Male/Female/Transgender)	Female
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	nupurtimande@gmail.com 8237894717
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	05/09/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	32003137718 SBIN0007359
	c) AADHAAR Number:	514248097878
	d) Permanent Account No. (PAN), if available	BZBPT0474L
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 05-Sep-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai

Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 158980 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.						
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Nupur Dugdeo Timande					
3. पिता/पति का नाम Father's/Husband's Name	Dugdeo					
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/ अविवाहित विधवा M/U/W	
	09	07	95	6.लिंग/Sex	पु.म./M.F.	

7. वर्तमान पता/Present Address	8. स्थायी पता/Permanent Address
Nehru Park Ano 49 Kale Padal Hadapsar Pune,Maharashtra	Netaji Waard Pauni Bhandara Bhandara ,Maharashtra
पिन कोड Pin Code 4 1 1 0 2 8	पिन कोड Pin Code 4 4 1 9 1 0
टेलीफोन नम्बर/ई-मेल पता/nupurtimande@gmail.com	टेलीफोन नम्बर/ई-मेल पता/ 8237894717
शाखा कार्यालय Branch Office na	औषधालय Dispensary na

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.			
10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	05	09	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

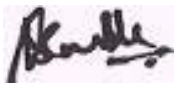
(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
Dugdeo Vasantrao Timande	Father	Netaji Waard Pauni ,Bhandara ,Bhandara -441910

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer



बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.

X

सील सहित हस्ताक्षर
Signature with seal



(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Dugdeo Vasantrao Timande	16-12-1963	Father	No	No	Bhandara	Maharashtra
2	Pushpa Dugdeo Timande	14-01-1968	Mother	No	No	Bhandara	Maharashtra

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Nupur Dugdeo Timande	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	05-09-2022
शाखा कार्यालय Branch Office	na	औषधालय Dispensary	na
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity

तारीख
Dated

X बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 158980

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Dugdeo Vasantrao Timande	16-12-1963	Father	No	No	Bhandara	Maharashtra
2	Pushpa Dugdeo Timande	14-01-1968	Mother	No	No	Bhandara	Maharashtra

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 7, 2022

Ref:HDBFS/22-23/HRIC70629/Appt/159332

Ms.Rina Manohar Charkhe,
Neharu Park Sno 49 ,
Kale Padal Hadapsar Pune ,
Pune-411028

Dear Ms.Rina Manohar Charkhe,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PHONEBANKING on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 22, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Ms.Rina Manohar Charkhe

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MS.RINA MANOHAR CHARKHE	
Role	Jr. Officer - Phonebanking	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	95,760	7,980
HRA	38,304	3,192
PDA	25,536	2,128
Provident Fund (Employer's contribution)	14,556	1,213
Gross Salary (A)	**1,74,156**	**14,513**
ESIC (Employer's contribution)----(B)	5,187	432
Gratuity---------- (C)	4,606	384
Total Fixed Compensation (D=A+B+C)	**1,83,949**	**15,329**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC70629/Appt/159332

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Rina Manohar Charkhe

Offer ref # 159332

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Rina Manohar Charkhe
2. FATHER'S / HUSBAND'S NAME : Manohar
3. DATE OF BIRTH : 16-Sep-1996
4. SEX : Female
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : Gobji Khel Ward Nm 14, ,
Jalgaon (Jamod) Buldana ,
Buldana - 443402

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Manohar Sadashiv Charkhe, Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	Father	28 - Nov - 1962	50	No
Kusum Manohar Charkhe , Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	Mother	01 - Jan - 1967	50	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 159332

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Manohar Sadashiv Charkhe, Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	28 - Nov - 1962	Father
2	Kusum Manohar Charkhe , Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	01 - Jan - 1967	Mother

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Manohar Sadashiv Charkhe	Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	28 - Nov - 1962	Father
Kusum Manohar Charkhe	Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	01 - Jan - 1967	Mother

Date : 12-Sep-2022

X

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

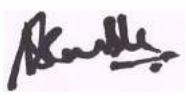
CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited





Place : _____

Date :

Authorized Signatory

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 159332

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari RINA MANOHAR CHARKHE whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
   (b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	Manohar Sadashiv Charkhe,Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	Father	28 - Nov - 1962	50
2	Kusum Manohar Charkhe ,Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	Mother	01 - Jan - 1967	50
3				
4				
5				
6				

Offer ref # 159332

Statement			
1	Religion	Hinduism	
2	Sex.	Female	
3	Name of employee in full.	Rina Manohar Charkhe	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Bund Garden Road Back Office	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Phonebanking	
7	Date of appointment.	12-Sep-2022	
8	Permanent address.	Gobji Khel Ward Nm 14, , Jalgaon (Jamod) Buldana , Buldana - 443402	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Bund Garden Road Back Office
Date : 12-Sep-2022

X _____
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Bund Garden Road Back Office

Address of witnesses

1. _____
2. _____

Place : Bund Garden Road Back Office

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

X

Date _____

_____
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

159332

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Rina Manohar Charkhe
2	Fathers' Name ☑ Spouse's Name ☐	Manohar
3	Date of Birth (DD/MM/YYYY)	16/09/1996
4	Gender: (Male/Female/Transgender)	Female
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	rinacharkhe@gmail.com 9307239303
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	12/09/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	33227239833 SBIN0001052
	c) AADHAAR Number:	335417695216
	d) Permanent Account No. (PAN), if available	CQQPC9422G
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 12-Sep-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai



Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 159332 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Rina Manohar Charkhe				
3. पिता/पति का नाम Father's/Husband's Name	Manohar				
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/अविवाहित विधवा M/U/W
	16	09	96	6.लिंग/Sex	पु./म./M.F. ✓

7. वर्तमान पता/Present Address
Neharu Park Sno 49
Kale Padal Hadapsar Pune
Pune,Maharashtra
पिन कोड Pin Code 4 1 1 0 2 8
टेलीफोन नम्बर/ई-मेल पता/rinacharkhe@gmail.com

8. स्थायी पता/Permanent Address
Gobji Khel Ward Nm 14,
Jalgaon (Jamod) Buldana
Buldana ,Maharashtra
पिन कोड Pin Code 4 4 3 4 0 2
टेलीफोन नम्बर/ई-मेल पता/ 9307239303

शाखा कार्यालय Branch Office

औषधालय Dispensary

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.

10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	12	09	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
Manohar Sadashiv Charkhe	Father	Gobji Khel Ward Nm 14, ,Jalgaon (Jamod) Buldana , Buldana -443402

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.
X

सील सहित हस्ताक्षर
Signature with seal
HDB Financial Services Limited Mumbai

(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Manohar Sadashiv Charkhe	28-11-1962	Father	No	No	Buldana	Maharashtra
2	Kusum Manohar Charkhe	01-01-1967	Mother	No	No	Buldana	Maharashtra

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Rina Manohar Charkhe	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	12-09-2022
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity

तारीख
Dated

X बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 159332

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Manohar Sadashiv Charkhe	28-11-1962	Father	No	No	Buldana	Maharashtra
2	Kusum Manohar Charkhe	01-01-1967	Mother	No	No	Buldana	Maharashtra

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 28, 2022

Ref:HDBFS/22-23/HRIC72177/Appt/160732

Ms.Vaishali Gajanan Indure ,
S N 15 Pl N 6 C ,
Shehankit Socy Warje ,
Nakat Naka Pune ,
Pune-411029

Dear Ms.Vaishali Gajanan Indure ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLASSIC ON PHONE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, WANWADI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than October 13, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Ms.Vaishali Gajanan Indure

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MS.VAISHALI GAJANAN INDURE	
Role	Jr. Officer - Classic on Phone	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC72177/Appt/160732

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Vaishali Gajanan Indure

Offer ref # 160732

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Vaishali Gajanan Indure
2. FATHER'S / HUSBAND'S NAME : Gajanan
3. DATE OF BIRTH : 02-Dec-1998
4. SEX : Female
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Gajanan Kisan Indure, Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203	Father	01 - May - 1965	100	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 160732

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Gajanan Kisan Indure, Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203	01 - May - 1965	Father

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Gajanan Kisan Indure	Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203	01 - May - 1965	Father

Date : 03-Oct-2022

X

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

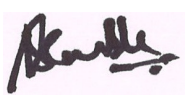
CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited





Place : _____

Date :

Authorized Signatory

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 160732

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari VAISHALI GAJANAN INDURE whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
(b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	GAJANAN KISAN INDURE,Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203	Father	01 - May - 1965	100
2				
3				
4				
5				
6				

Offer ref # 160732

Statement			
1	Religion	Hinduism	
2	Sex.	Female	
3	Name of employee in full.	Vaishali Gajanan Indure	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Wanwadi	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Classic on Phone	
7	Date of appointment.	03-Oct-2022	
8	Permanent address.	Vidya Nagar Near Kalamai , School Khamgaon Road , Buldhana - 444203	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Wanwadi
Date : 03-Oct-2022

X _____
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Wanwadi

Address of witnesses

1. _____
2. _____

Place : Wanwadi

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

X

Date _____

_____
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

160732

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Vaishali Gajanan Indure
2	Fathers' Name ☑ Spouse's Name ☐	Gajanan
3	Date of Birth (DD/MM/YYYY)	02/12/1998
4	Gender: (Male/Female/Transgender)	Female
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	vaishaliindure212@gmail.com 9022502726
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	03/10/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	25040281975 MAHB0001807
	c) AADHAAR Number:	907591696029
	d) Permanent Account No. (PAN), if available	ALVPI4912K
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 03-Oct-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai

Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 160732 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Vaishali Gajanan Indure				
3. पिता/पति का नाम Father's/Husband's Name	Gajanan				
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/अविवाहित विधवा M/U/W
	02	12	98	6.लिंग/Sex	पु.म./M.F. ✓

7. वर्तमान पता/Present Address	8. स्थायी पता/Permanent Address
S N 15 Pl N 6 C Shehankit Socy Warje Pune,Maharashtra	Vidya Nagar Near Kalamai School Khamgaon Road Buldhana ,Maharashtra
पिन कोड Pin Code 4 1 1 0 2 9	पिन कोड Pin Code 4 4 4 2 0 3
टेलीफोन नम्बर/ई-मेल पता/ vaishaliindure212@gmail.com	टेलीफोन नम्बर/ई-मेल पता/ 9022502726
शाखा कार्यालय Branch Office	औषधालय Dispensary

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.			
10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	03	10	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

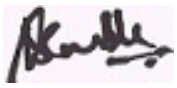
(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
GAJANAN KISAN INDURE	Father	Vidya Nagar Near Kalamai ,School Khamgaon Road ,Buldhana -444203

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer



बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.

X

सील सहित हस्ताक्षर
Signature with seal



(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	GAJANAN KISAN INDURE	01-05-1965	Father	No	No	Buldhana	Maharashtra

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Vaishali Gajanan Indure	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	03-10-2022
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity

तारीख
Dated

X बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 160732

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	GAJANAN KISAN INDURE	01-05-1965	Father	No	No	Buldhana	Maharashtra

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 9, 2022

Ref:HDBFS/22-23/HRIC70806/Appt/159570

Ms.Vaishnavi Mukunda Bathe ,
S No 15 Pl N 6 Shehankit ,
Socy Warje Nakat Naka ,
Pune-411029

Dear Ms.Vaishnavi Mukunda Bathe ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PRIME CHANNEL on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, GIGA SPACE PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 24, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Ms.Vaishnavi Mukunda Bathe

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MS.VAISHNAVI MUKUNDA BATHE	
Role	Jr. Officer - Prime Channel	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC70806/Appt/159570

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Vaishnavi Mukunda Bathe

HDB FINANCIAL SERVICES



Akash Narayan Navkar

Emp Code : 159849

Location : Pune

Emergency : 9604909294

Authorized Signatory

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 8, 2022

Ref:HDBFS/22-23/HRIC70575/Appt/159849

Mr.Akash Narayan Navkar ,
S No 125/1A Rajhans ,
Colony Shivkrupa ,
Heights El N Pune ,
Pune-411058

Dear Mr.Akash Narayan Navkar ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLASSIC ON PHONE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, WANWADI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar

Date: Sat Sep 17 16:39:17 IST 2022

e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash_Narayan_Navkar
Date: Sat Sep 17 16:39:17 IST 2022

n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

u) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than September 23, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar

Date: Sat Sep 17 16:39:17 IST 2022

Mr.Akash Narayan Navkar

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.AKASH NARAYAN NAVKAR	
Role	Jr. Officer - Classic on Phone	
Grade	Grade-I	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,44,000	12,000
HRA	57,600	4,800
PDA	38,400	3,200
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,61,600**	**21,800**
ESIC (Employer's contribution)----(B)	7,800	650
Gratuity---------- (C)	6,926	577
Total Fixed Compensation (D=A+B+C)	**2,76,326**	**23,027**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/22-23/HRIC70575/Appt/159849

I accept the terms and conditions as mentioned in the Appointment letter.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar

Date: Sat Sep 17 16:39:17 IST 2022

Mr.Akash Narayan Navkar

Offer ref # 159849

SPECIMEN

FORM 2 (REVISED)

GROUP No. :
Office :

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Akash Narayan Navkar
2. FATHER'S / HUSBAND'S NAME : Narayan Navkar
3. DATE OF BIRTH : 18-Jul-1995
4. SEX : Male
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : At Post Jawala Bk , Taluka Shegaon , Buldana - 444203

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Narayan Anada Navkar, S No 125/1A Rajhans , Colony Shivkrupa , Pune- 411058	Father	03 - Jul - 1973	100	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar

Date: Sat Sep 17 16:39:17 IST 2022

X _____

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

Offer ref # 159849

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	Narayan Anada Navkar, S No 125/1A Rajhans , Colony Shivkrupa , Pune- 411058	03 - Jul - 1973	Father

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
Narayan Anada Navkar	S No 125/1A Rajhans , Colony Shivkrupa , Pune- 411058	03 - Jul - 1973	Father

Date : 17-Sep-2022

X

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

(*) Strike out whichever is not applicable

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

Place : _____

Date :

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 159849

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (i) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari AKASH NARAYAN NAVKAR whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
   (b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)				
Sr. No.	**Name If Full address of the nominee(s) - (1)**	**Relationship with the Employee (2)**	**Age of the Nominee (3)**	**Proportion by which the gratuity will be shared (4)**
1	Narayan Anada Navkar,S No 125/1A Rajhans , Colony Shivkrupa , Pune- 411058	Father	03 - Jul - 1973	100
2				
3				
4				
5				
6				

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar

Date: Sat Sep 17 16:39:17 IST 2022

Offer ref # 159849

Statement			
1	Religion	Hinduism	
2	Sex.	Male	
3	Name of employee in full.	Akash Narayan Navkar	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Wanwadi	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Classic on Phone	
7	Date of appointment.	17-Sep-2022	
8	Permanent address.	At Post Jawala Bk , Taluka Shegaon , Buldana - 444203	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Wanwadi
Date : 17-Sep-2022

X _____
Signature/Thumb impression of the employee

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____
2. _____

Place : Wanwadi

Address of witnesses

1. _____
2. _____

Place : Wanwadi

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____
Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date _____

X eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

www.epfindia.com

159849

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Akash Narayan Navkar
2	Fathers' Name ☑ Spouse's Name ☐	Narayan Navkar
3	Date of Birth (DD/MM/YYYY)	18/07/1995
4	Gender: (Male/Female/Transgender)	Male
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	akashnavkar2@gmail.com 7083333594
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	17/09/2022
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.: b) IFS Code of the branch:	
	c) AADHAAR Number:	250799333452
	d) Permanent Account No. (PAN), if available	BBSPN7703F
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	**a) International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From To

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

Date: 17-Sep-2022
Place: Pune

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai

Date:

Signature of Employer with Seal of Establishment

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

घोषणा पत्र DECLARATION FORM

Offer Ref # 159849 फार्म-1/Form-1

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा। फार्म के साथ पोस्टकार्ड आकार के दो फोटोग्राफ भी लगाए जाने चाहिए। फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए। यह फार्म निःशुल्क है।

To be filled by employee after reading instruction overleaf. Two Postcard Size phtographs to be attached with the form. This form is free of cost.

(क) बीमाकृत व्यक्ति के विवरण
(A) INSURED PERSON'S PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरो में) Name in block letters	Akash Narayan Navkar				
3. पिता/पति का नाम Father's/Husband's Name	Narayan Navkar				
4. जन्म की तिथि Date of Birth	दिन Day	महीना Month	वर्ष Year	5. वैवाहिक प्रास्थिति Marital Status	विवाहित/अविवाहित विधवा M/U/W
	18	07	95	6.लिंग/Sex	पु.म./M.F.

7. वर्तमान पता/Present Address
S No 125/1A Rajhans
Colony Shivkrupa
Pune,Maharashtra
पिन कोड Pin Code 4 1 1 0 5 8
टेलीफोन नम्बर/ई-मेल पता/akashnavkar2@gmail.com

8. स्थायी पता/Permanent Address
At Post Jawala Bk
Taluka Shegaon
Buldana ,Maharashtra
पिन कोड Pin Code 4 4 4 2 0 3
टेलीफोन नम्बर/ई-मेल पता/ 7083333594

शाखा कार्यालय Branch Office

औषधालय Dispensary

(ख) नियोजक के विवरण
(B) EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.

10. नियुक्ति की तारीख Date of Appointment	दिन Day	महीना Month	वर्ष Year
	17	09	2022

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित ब्यौरे दीजिए
In case of any previous employment please fill up the details as under.

(क) पिछली बीमा संख्या
(a) Previous Ins. No.

(ख) नियोजक कूट संख्या
(b) Employer's Code No.

(ग) नियोजक का नाम व पता
(c) Name & Address of the Employer

टेलीफोन नम्बर/ई-मेल पता/e-mail address

(क) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम, 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम, 1950 के नियम 56(2) के अंतर्गत नामित के ब्यौरे।
(c) Details of Nominee u/s 71 of ESI Act 1948/Rule-56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम/Name	नातेदारी/Relationship	पता/Address
Narayan Anada Navkar	Father	S No 125/1A Rajhans ,Colony Shivkrupa ,Pune,411058

मैं एतद्द्वारा घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किए गए विवरण मेरी जानकारी और विश्वास के अनुसार सही है। मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता हूं/देती हूं।

I hereby decalare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer

सील सहित हस्ताक्षर
Signature with seal

HDB Financial Services Limited Mumbai

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठा निशान
Signature /T.I.of IP.

X

(घ) बीमाकृत व्यक्ति के परिजनों का विवरण
(D) Family Particulars of Insured person

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं तो आवास का स्थान दर्शाएं If' No' state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Narayan Anada Navkar	03-07-1973	Father	Yes			

क.रा.बी. निगम अस्थायी पहचान पत्र
ESI Corporation Temporary Identity Card

(नियुक्ति की तारीख से 3 महीने तक वैध)
(Valid for 3 month from the date of appointment)

नाम/Name		Akash Narayan Navkar	
बीमा संख्या/Ins. No.		नियुक्ति की तारीख/Date of appointment	17-09-2022
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

फोटो के लिए स्थान
(Space for photograph)

वैधता
Validity
तारीख
Dated

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

X

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I. of I.P.

सील सहित शाखा प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

अनुदेश

INSTRUCTIONS

Offer Ref # 159849

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950

2. "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जनों पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।

"Family" means all or any of the following relatives of an Insured Person namely:-

(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physcial or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.

3 पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.

4. पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.

8. अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देंखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

1. बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. :_____

2. अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. :_____

3. औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____

4. क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If' No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	Narayan Anada Navkar	03-07-1973	Father	Yes			

eSigned using Aadhaar
(Leegality.com - ZOx7ITG)
Akash Narayan Navkar
Date: Sat Sep 17 16:39:17 IST 2022

PALLAVI KHEDKAR

IT Recruiter

HiPhonic HR Solutions Pvt. Ltd

pallavii.hiphonic@gmail.com

Website - www.hiphonichrsolutions.com



HIPHONIC HR SOLUTIONS

Selection Letter

Date: - 23/09/2022

Name: - Miss. Pallavi Rajesh Khedkar

Address: - Pune.

Dear Pallavi,

Appointed as IT Recruiter

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from 23/09/2022 under the following terms and conditions:

Salary: The salary we offered to 120000 CTC

Probationary Period: The probationary period is (3 months) needs to be served by the candidate, after joining the job.

Working Hours: The working hours to be followed by the employee, Monday to Friday working

(Alternate Saturday off & Sunday Fix off)

Notice Period Clause: If the employee desire to leave the company, he needs to serve the notice period as per stated by the present company in the appointment letter.

*Note :- We can give the offer latter after the joining our organisation.

(Pallavi Khedkar) (HiPhonic HR Solutions Pvt Ltd)

(Signature)



Kalash

Kalash Seeds Pvt. Ltd.

Mantha Road, JALNA 431203 (INDIA) Tel. : +91-2482-244000
Email : info@kalashseeds.com www.kalashseeds.com
CIN : U01403MH2011PTC212849

Appointment Date: 01-04-2023

To,
MANGESH GANESH BACHHIRE
At-Post-Shendurganj, Tq-Sind.Raja, Dist-Buldhana-443202
Email: bachhiremangesh@gmail.com
Contact: 9529269069
Employee Number: K11811

Dear **MANGESH GANESH BACHHIRE**,

Appointment Letter

We are pleased to appoint you at KALASH as Business Co-ordinator for the International Production - KSPL on the following terms and Conditions.

1. Date of Commencement,

Your employment with the Company commenced on **2023-04-01** at KALASH As per documents submitted by you your date of birth is **1996-08-07** Your appointment is subject to you being medically fit and you are required to produce fitness certificate from medically certified practitioner.

2. Remuneration,

The details of salary and others benefits applicable to you are incorporated in Annexure - 1 which forms an Integral part of this appointment Letter.

3. Position and Scope,

Your appointment with the company is that of **Business Co-ordinator** in **International Production - KSPL** Department of KALASH. Your Head Quarter will be **Jalna HO (Maharashtra)** in our Organization. You will faithfully and diligently perform all acts, duties and obligations and comply with such orders as may be designated by the company which are reasonably consistent with that position.

4. Reporting,

You will report to **RAHUL ARJUNRAO JAMDAR (Senior Manager)**. However, the Management reserves the rights to Change your reporting to any other person based on the requirement from time to time.

5. Probation Period,

You will be on probation for a period of **Six Months** from the date of your joining. During probation your performance and progress will be supervised and if found satisfactory then you will be at the end of probationary period confirmed in service. Until you are informed in writing that you are confirmed you shall continue to remain on probation.

6. Employee Benefit,

The Company has full discretion to classify employees and other individuals performing services for the Company and to determine the eligibility of the employees in the provision of employee benefits. The Company also reserves the right to change or revise any employee benefits at its discretion. You will be eligible for the following employee benefits:

A) Provident Fund: - You will be a member of the Provident Fund and will be governed as per the rules and regulations of the Employees Provident Funds & Miscellaneous Provisions Act, 1952. You shall contribute at the rate stipulated by the rules of the Fund with equal contribution by the Company.

B) Employees State Insurance Corporation: - You will be a member of the ESIC and will be governed as per the rules and regulations of the Employees State Insurance Act, 1948. You shall contribute at the rate stipulated by the rules of the Fund with equal contribution by the Company.

C) Bonus: - Bonus will be applicable as per the rules and regulations of Bonus Act 1965, and which will depend on the company policies.

D) Although your normal work will consist of the duties assigned to you in your present capacity & you may at any time be called upon to discharge any other duties, which in the opinion of the Company We are capable of discharging you will forthwith undertake to discharge such duties with diligence and care.

E) During your employment you will be subject to the rules and regulations applicable from time to time to the establishment where you are required to work. Your other service conditions will be the same as for the employees in your category in the Company.

7. Confirmation.

A) After Successfully completion of probation period (with extension if any), your services may be confirmed at the sole discretion of the management and the fact of the confirmation will be communication to you in writing, you shall be deemed to continue on probation. Completion of probation and the confirmation is for the purpose of regularizing the services only and will have no barring on the Compensation package mentioned as per Annexure in your Offer Letter.

B) During the period of probation, you will be entitled for casual leave and sick leave (as per rules) on pro-rata basis. On confirmation, you will be entitled to leave according to the rules of the Company for the time being in force.

8. Separation.

A) The employment on either side can be terminated with one month's notice from the date of resignation after confirmation, and during probation period Fifteen Days' notice from the date of resignation on either side. However, no such notice or salary in lieu of notice will be required in case your services are terminated for any misconduct.

B) If your performance is found Unsatisfactory during the Probation period the management reserves the right to terminate your employment with immediate effect.

C) In case you fail to serve the Notice Period as mentioned in Clause above (7B) gross salary in lieu of Notice period will be deducted from your full and Final Settlement amount.

D) Full and Final Settlement will be done within 30 days to 45 days from the date of relieving. The employee is required to obtain Handing over Document form the duly signed by the immediate successor and immediate Boss, no dues form by HR, No Objection certificate from external bodies in case the employee is dealing with External customers and immediate Boss, Exit Interview form post discussion with HR. In case if there are any dues remaining it will be adjusted against the amount due in Full and Final Settlement.

E) You will be bound to hand over the charge of Company's property/ Assets failing which you will be deemed to have committed the offense of criminal breach of trust and the company.

9. Transfer.

A) You Will receive and accept any such order of transfer / deputation without any conditions. Failure to receive any such orders or to report for work at the transferred / deputed place of work in the prescribed time will be deemed as an act of misconduct.

B) Your services are transferable at short notice to any division, section, branch, office, works etc. belonging to the Company or forming part of our Company in India and or abroad. In the event of your transfer the terms & conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting. With or without change in designation of pay. As may be decided by the Management.

10. Non- Disclosure of the company's confidential information.

A) You will not enter into any commitments or dealings on behalf of the company for which you have no express authority, nor alter or be a part to any alteration of any principle or policy of the Company or exceed your authority of discretion in any manner without the previous permission in writing of the Company or those in authority over you.

B) During the continuance of your employment and thereafter, you will keep all matters relating to your job strictly confidential and will not divulge to any person or firm & Companies any confidential information or any description acquired by you while in our service concerning process of manufacture, business, practices or affairs of the Company or any of the associates or branches or their customers and suppliers. In case of failure, you are liable for any action, civil or criminal or both as deemed necessary by the Company.

C) You will not, during the continuance of your employment, undertake or carry on either alone or in partnership, directly or indirectly employed or concerned with as principal, agent or otherwise in any other business trade or profession whatsoever. You will devote your whole time and attention to your duties with us.

11.Retirement.

In the event of your service being confirmed in writing, it is hereby agreed and understood that you shall retire from the service of the Company on attaining the age of 58 years. Please place on record your date of birth with the Company.

12. Documentations Verification.

Your appointment is subject to your producing all the documentary evidence and certificates in original of your age (birth certificate), qualification, experience etc. as stated by you in the employment application form.

13. Communication Address E-mail Resident Address for correspondent

You will communicate to the Company from your latest mailing address and your permanent address from time to time, failing which the last known address on the company's records will be taken as the current address for all communications to you.

14. It is clearly understood and agreed that if any statement made by you in our standard application form is found to be false and/or any omission which tends to mislead the Company it will be sufficient cause for termination from the services of the Company at any time during your employment.

15. You will be governed by the relevant rules and regulations / travels norms/ Travel Policy as framed from time to time in regard to traveling on Company's Works.

16. The Management reserves the rights to make any modifications to any of the clauses mentioned in the current appointment order as it deems fit from the time to time and communicate the same to you.

17. If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you confirming your acceptance within 3 days.

18.Insurance,

A) You and your Family members (Spouse and up to 4 Childs will be covered under the Group Medical Policy, child Age limits should be less than or Equal to of 18) of the company and limit Coverage as per your grade and cadre.

B) You will be covered under the Group Accidental Policy of the company and limit Coverage as per your grade and cadre.

We take this opportunity to welcome you to our organization and hope that your association with us will be mutual benefit.
With best wishes.

For and on behalf of Kalash Seeds Private Limited

Mohnish Shankarpelli
General Manager - HR

बुआई विश्वास की! SOWING TRUST!



Employee Code - KT50429

Mangesh G. Bachhire

Business Co-ordinator

Production

+91 9529269069

O+Ve

Kalash

Kalash Seeds Pvt . Ltd.

Mantha Road, Jalna- 431 203. (INDIA)

Tel 02482 - 244000

GSTIN - 27AAECK2284P1ZZ

Kalash Seeds Pvt. Ltd.
Mantha Road, Jalna 431203 (INDIA) Tel. : +91-2482-244000
Email : Info@kalashseeds.com www.kalashseeds.com
CIN : U01403MH2011PTC212849

KSPL/HR/RETAINER/2022 Date: 13th July, 2022

Mr. Mangesh Bachhire,
At.Post-Shendurjan,
Tq-Sindkhed Raja,
Dist-Buldhana
Maharashtra.
Email.Id: bacchiremangesh@gmail.com
Mobile: +91- 9529269069

Offer Letter

Dear **Mr. Mangesh Bachhire,**

This has reference to your application and subsequent discussion you had with us. As you expressed your willingness and desire to work with the company and agreed to carry out the work as a **Business Coordinator** of the company, we are pleased to appoint you with our Company as a **Business Coordinator** on retainer-ship basis on mutually agreed following terms and conditions.

1. The company appoints you as a **Business Coordinator** for a period of one year with effect from **18th July, 2022** and same will be renewed on mutually agreed terms.

2. You will be based at Head Office **Jalna – Maharashtra – India**. You will make yourself available in office from 09.00 am to 6.00 pm.

3. The Company will pay you a Stipend of Rs **15,000/-** per month (approximately Rs **180,000/- per annum)** which will be paid on or before 5th day of every month for the previous month.

4. The specific and prime nature of your work under this retainer-ship Terms will clear you after your joining.

5. The company will reimburse expenses incurred on official business as per the company's present practice and rule, if you are required to attend the office of the company at any other place for any company work.

6. You may be required to travel anywhere in India based on exigency of your work.

7. You will work exclusively for the company and will not act engage with any other business concern in the same area of operation.

8. You will render with full efforts by all the help and contribute in the Market development capacity to the company to the best of your abilities

9. You shall not divulge the business secrets and confidential matters of the company or any information or incidents to any outside person by way of any mode or oral or to give press interviews or make any publications without written permission of the company.

10. In the event of any discovery, invention, ideas, concepts, process made or discovered by you during the period of terms and such discovery, invention, process or improvements etc, to give such effects in favors of the company, you will execute and do all instruments, acts deeds and things, which may be required by the company for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof, you shall affect such transfers in favor of the company. The company will not pay any additional remunerations, royalty amounts to you in such events nor shall you demand to the company whatsoever in nature.

11. These terms made for the period of twelve month but in the event of unsatisfactory performance / unavoidable circumstances it may be terminated by giving one month's notice.

12. This Terms made at Jalna, Maharashtra India, and expressly agreed by and between the parties that any dispute arising out of this agreement or breach thereof the claim by either party against the other shall be instituted or adjudicated upon or decided by the appropriate court at Jalna only.

For and on behalf of Kalash Seeds Private Limited,

NARENDRA ANIL PANDE

Narendra Pande
Manager HR & Admin

Kalash
भाई विश्वास की!

बुआई विश्वास की! SOWING TRUST!



Employee Code - KT50430

Mayur G. Umale

Business Co-ordinator

Accounts

+91 9881987060

Kalash

Kalash Seeds Pvt . Ltd.

Mantha Road, Jalna- 431 203. (INDIA)

Tel 02482 - 244000

GSTIN - 27AAECK2284P1ZZ

Kalash Seeds Pvt. Ltd.
Mantha Road, Jalna 431203 (INDIA) Tel. : +91-2482-244000
Email : Info@kalashseeds.com www.kalashseeds.com
CIN : U01403MH2011PTC212849

KSPL/HR/RETAINER/2022 Date: 13th July, 2022

Mr. Mayur Umale,
Akola-444108
Maharashtra.
Email.Id: mayurymale@gmail.com
Mobile: +91- 9881987060

Offer Letter

Dear **Mr. Mayur Umale,**

This has reference to your application and subsequent discussion you had with us. As you expressed your willingness and desire to work with the company and agreed to carry out the work as a **Business Coordinator** of the company, we are pleased to appoint you with our Company as a **Business Coordinator** on retainer-ship basis on mutually agreed following terms and conditions.

1. The company appoints you as a **Business Coordinator** for a period of one year with effect from **1st Aug, 2022** and same will be renewed on mutually agreed terms.

2. You will be based at Head Office **Jalna – Maharashtra – India**. You will make yourself available in office from 09.00 am to 6.00 pm.

3. The Company will pay you a Stipend of Rs **15,000/-** per month (approximately Rs **180,000/- per annum)** which will be paid on or before 5th day of every month for the previous month.

4. The specific and prime nature of your work under this retainer-ship Terms will clear you after your joining.

5. The company will reimburse expenses incurred on official business as per the company's present practice and rule, if you are required to attend the office of the company at any other place for any company work.

6. You may be required to travel anywhere in India based on exigency of your work.

7. You will work exclusively for the company and will not act engage with any other business concern in the same area of operation.

8. You will render with full efforts by all the help and contribute in the Market development capacity to the company to the best of your abilities

9. You shall not divulge the business secrets and confidential matters of the company or any information or incidents to any outside person by way of any mode or oral or to give press interviews or make any publications without written permission of the company.

10. In the event of any discovery, invention, ideas, concepts, process made or discovered by you during the period of terms and such discovery, invention, process or improvements etc, to give such effects in favors of the company, you will execute and do all instruments, acts deeds and things, which may be required by the company for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof, you shall affect such transfers in favor of the company. The company will not pay any additional remunerations, royalty amounts to you in such events nor shall you demand to the company whatsoever in nature.

11. These terms made for the period of twelve month but in the event of unsatisfactory performance / unavoidable circumstances it may be terminated by giving one month's notice.

12. This Terms made at Jalna, Maharashtra India, and expressly agreed by and between the parties that any dispute arising out of this agreement or breach thereof the claim by either party against the other shall be instituted or adjudicated upon or decided by the appropriate court at Jalna only.

For and on behalf of Kalash Seeds Private Limited,

NARENDRA ANIL PANDE

Narendra Pande
Manager HR & Admin

Kalash
भुआई विश्वास की!

बुआई विश्वास की!

SOWING TRUST!



Employee Code - KT50428

Nisarg D. Parkale

Business Co-ordinator

Sales & Marketing

+91 9145774752

B+Ve

Kalash

Kalash Seeds Pvt . Ltd.

Mantha Road, Jalna- 431 203. (INDIA)

Tel 02482 - 244000

GSTIN - 27AAECK2284[illegible]1ZZ

Kalash Seeds Pvt. Ltd.
Mantha Road, Jalna 431203 (INDIA) Tel. : +91-2482-244000
Email : Info@kalashseeds.com www.kalashseeds.com
CIN : U01403MH2011PTC212849

KSPL/HR/RETAINER/2022 Date: 13th July, 2022

Mr. Nisarg Parkale,
Gajanan Society,
Balapur Road,
Shegaon-444203
Maharashtra.
Email.Id: nisargparkale0@gmail.com
Mobile: +91- 9145774752

Offer Letter

Dear **Mr. Nisarg Parkale,**

This has reference to your application and subsequent discussion you had with us. As you expressed your willingness and desire to work with the company and agreed to carry out the work as a **Business Coordinator** of the company, we are pleased to appoint you with our Company as a **Business Coordinator** on retainer-ship basis on mutually agreed following terms and conditions.

1. The company appoints you as a **Business Coordinator** for a period of one year with effect from **18th July, 2022** and same will be renewed on mutually agreed terms.

2. You will be based at Head Office **Jalna – Maharashtra – India**. You will make yourself available in office from 09.00 am to 6.00 pm.

3. The Company will pay you a Stipend of Rs **15,000/-** per month (approximately Rs **180,000/- per annum)** which will be paid on or before 5th day of every month for the previous month.

4. The specific and prime nature of your work under this retainer-ship Terms will clear you after your joining.

5. The company will reimburse expenses incurred on official business as per the company's present practice and rule, if you are required to attend the office of the company at any other place for any company work.

6. You may be required to travel anywhere in India based on exigency of your work.

7. You will work exclusively for the company and will not act engage with any other business concern in the same area of operation.

8. You will render with full efforts by all the help and contribute in the Market development capacity to the company to the best of your abilities

9. You shall not divulge the business secrets and confidential matters of the company or any information or incidents to any outside person by way of any mode or oral or to give press interviews or make any publications without written permission of the company.

10. In the event of any discovery, invention, ideas, concepts, process made or discovered by you during the period of terms and such discovery, invention, process or improvements etc, to give such effects in favors of the company, you will execute and do all instruments, acts deeds and things, which may be required by the company for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof, you shall affect such transfers in favor of the company. The company will not pay any additional remunerations, royalty amounts to you in such events nor shall you demand to the company whatsoever in nature.

11. These terms made for the period of twelve month but in the event of unsatisfactory performance / unavoidable circumstances it may be terminated by giving one month's notice.

12. This Terms made at Jalna, Maharashtra India, and expressly agreed by and between the parties that any dispute arising out of this agreement or breach thereof the claim by either party against the other shall be instituted or adjudicated upon or decided by the appropriate court at Jalna only.

For and on behalf of Kalash Seeds Private Limited,

NARENDRA ANIL PANDE

Narendra Pande
Manager HR & Admin

Kalash
सुआई विश्वास की!


KOLTE • PATIL
Abhilash Vyawahare

LIFE
REPUBLIC

HR/405, Rev no. 01, Rev date. 14/06/2017

To,
Abhilash Vyawahare,
Pune

Date 19th July 2022

Subject: Offer Letter for Employment

Dear Abhilash,

With reference to your application and our subsequent discussions, we are pleased to offer you position of **"Management Trainee- Sales"** in Grade **S2** in our organization. You are requested to join on or before **Aug 01, 2022.** We request you to report at the following address -Kolte Patil Developers Ltd. City Bay, Pune.

First review of your placement in terms of role and emoluments will be done in **April 2023**. The other terms and conditions of your employment will be communicated in your appointment letter post your joining.

On the date of joining, please bring the following documents for verification / submission.

1. Original and copies of educational certificates.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer.
4. Original & copy of your Passport/ Driving License /Electricity bill
5. Four passport size color photographs
6. Copy of PAN card and Aadhar Card.

Please note that in absence of relevant documents, joining formalities would not be completed.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your token of Acceptance.

With best wishes,

Kolte Patil Integrated Township Ltd

Authorized Signatory - HR

(Accepted by)

Survey No. 74, Marunji
Hinjewadi- Marunji- Kasarsai Road,
Taluka Mulshi, Pune 411 057,
Maharashtra. INDIA
Tel. : +91 (20) 6677 8899
+91 (20) 6677 8800
E mail : info@liferepublic.in
www.liferepublic.in

MAGIC STONE
PROP CONSULTANTS LLP
Your Dream Property Is My Business

19-04-2022

Mr. Piyush Pradip Wanjari
Emp ID: MS-
Pune.

OFFER LETTER

Dear Piyush,

This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **"Relationship Manager"** at our **Pune** office on the terms and conditions mutually discussed and agreed.

Your CTC Will be **Rs.6,00,000/-** Per Annum(**Rupees Six Lakh only**).

You are requested to submit all the documents listed below at the time of your joining:

1. Proof of Age / Education / Experience Certificates to be shown in original for reference.
2. Relieving letter or acceptance of your resignation letter from your present/previous employer.
3. Photocopies of ration card indicating name and permanent address
4. Present address proof
5. Aadhar Card Copy
6. PAN number and a self-attested photocopy of the PAN card (if available)
7. Salary slip/annual salary details from the present employer.
8. 2 passport size photographs (The photographs should not be older than 6 months from the date of receipt of this letter)
9. Cancel Cheque.

Original documents will be returned immediately once we take the prints at Head Office on the day of joining.

Kindly report for your duties on or before 19/04/2022 at the following address: Office 312, Rainbow Plaza, Shivar Chowk, Pimple Saudagar, Pune-27.

With any reason, if you do not join as per mentioned date, this letter will be considered as invalid. Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

With best wishes,
For **Magic Stone Prop Consultants LLP**

Nilesh Anil Deshmukh
Partner

Magic Stone Prop Consultants LLP

COST TO COMPANY

Magic Stone Prop Consultants LLP		
OFFER		
Name	**Piyush Pradip Wanjari**	
Designation	**Relationship Manager**	
	Monthly	**Yearly**
	Monthly	**Yearly**
Heads	**INR**	**INR**
Basic	9000	108000
HRA	4500	54000
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	1650	19800
Subtotal: (A): Salary & Allowances	**18000**	**216000**
Variable Pay on 60 Site Visits of client	12000	144000
Variable Pay 4 Booking	20000	240000
Subtotal: (B): Contributed Benefits	**32000**	**384000**
Total: (A+B) Per Month	**50000**	
Total CTC: INR Per Annum		**600000**

At the time of joining, your total pay-out to the Company is given below.

- As Per Government norms TDS will be applicable.
- In Case of misuse of Data / Providing incorrect clients or information / lack of discipline as per company's policy, you will not be applicable for performance commission & the strict actions will be taken.
- Kindly note all the incentives will be disqualified in the situation of you leaving the company

Authorized Signatory

Magic Stone Prop Consultants LLP

Nilesh Anil Deshmukh
Partner
Date:

MANAPPURAM HOME FINANCE LTD.

Dhiraj Santoshrao Deshmukh



Employee Code : 152202

CEO

Regd.Office : IV/470A(Old), W/638A(New), 5th Floor,
Manappuram House, Valapad, Thrissur, Kerala 680567
PH: 0487 3050149 022 66211000

To offer letter file

A7/21-22

MANAPPURAM HOME FINANCE LTD

FORMERLY MANAPPURAM HOME FINANCE PVT. LTD.
CIN No. : U65923KL2018PLC039179

21-June-2021

Mr Dhiraj Santoshrao Deshmukhh,

Nimgaon Sub Nandura District
Buldhana Maharashtra - 443404

Dear Dhiraj Santoshrao Deshmukhh,

Sub: Offer of Appointment as Office Assistant - Credit [Grade: Junior Assistant]

We are pleased to offer you for the post of **Office Assistant - Credit** in the Company on the following terms and conditions.

1. Post offered: Office Assistant - Credit

Please refer to the personal interviews and subsequent telephonic discussion on different days.
We are pleased to offer you the post **A Office Assistant - Credit** , in the grade of **Junior Assistant.**

2. **Place of posting & Functions:**

You are presently posted in our **Akola** but liable to be transferred to any of the present or proposed branches of the company in India in the same or different capacity. As **Office Assistant - Credit** , you will be responsible for the entire Credit -related matters of the Company. In addition to the above-mentioned function, you may also be entrusted with other responsibilities as may be decided mutually from time to time. You will report to the **Credit Head** of the Company.

3. **Date of Joining**

You are requested to report for duty at **Akola** of the company at 9:30 am on or before **21-June-2021**; if you require any change in date of joining, it should be taken up with Human Resources Management department at Corporate Office well in advance. Your appointment will be effective from the date of your joining duty.

4. Probation/Confirmation

You will be on probation for a period of six months. Based on your performance your services will be confirmed with the company in writing after six months. If your performance is not found to be satisfactory or up to the expected level, your probation period will be extended for a further period of six months at the discretion of the Management. During probation period, your services are liable to be terminated without assigning any reason.

5. Background Verification:

The company shall conduct a background verification of the employee through an authorized agency. If, as a result of this background check, it is found that false statement has been made in the personal data relating to education, qualifications, address, etc. or found willfully concealed any material information, resulting in the offering of your position in the company, the management may take such action as it deems fit, including termination from employment with immediate effect.

6. Scale of pay:

You will be paid a Consolidate Basic Pay of **Rs. 13246/-** (Rupees Thirteen Thousand Two Hundred and Forty Six Only) per month which includes PF and ESIC, plus **Rs. 3406/-** (Rupees Three Thousand Four Hundred and Six Only) per month as Dearness Allowance, plus **Rs. 1060/-*** (Rupees One Thousand and Sixty Only) per month as Statutory Bonus / Ex-Gratia; thus the consolidated salary will be **Rs212546 /-** (Rupees Two Lakhs Twelve Thousand Five Hundred and Forty Six Only) per annum.

7. Eligibility for leave

You will be eligible for leave under three categories namely Casual Leave-12 days, Sick Leave-12 days and Privileged (Earned) Leave-12 days. All such leave will be calculated on the basis of the financial year commencing April and ending in the subsequent March. However, during the period of probation, you will be permitted to avail one day of casual leave for every month worked. Upon completion of SIX months from joining the Company you will be eligible to avail Sick leave. However, to avail of Privileged Leave an employee must successfully complete his/her probation.

8. **Resignation:**

If you resign from the services of the Company, you will be required to give a notice of minimum Three Months. In the event of your failure to do so, you will be liable to compensate the Company with an amount equivalent to consolidated pay due for the actual days of deficiency in such notice. You will not join any of our competitors within 12 months of leaving the organization.

9. **Secrecy clause:**

You may kindly note that confidentiality in your work in relation to any information of the Company is paramount and shall not be divulged to any third party unless with prior permission from the Management. In case employee neglects to maintain secrecy and loss/damage is suffered to company, even after termination of employment, you will be held liable for the same and such disputes will be referred to a sole arbitrator appointed by the company whose decision will be binding on both parties.

10. **Loyalty & Ethics:**

You shall serve the company diligently and loyally and devote your best efforts, full time and energy in the discharge of your duties. You will not engage in any other gainful employment during your employment with the company and warrant that you are not subject to any agreement with a prior employer or other party, which may restrict your employment or performance of your duties in this company. All business activities should be conducted in accordance with the directives, policies, and instructions of the company, in a professional manner so as to maintain ethics, professional standards, goodwill and reputation of the company. If it is found that your actions if any, deviate or are not in conformity with the policies of the company and leads to loss or damage to the company in any manner, you will be held responsible for the same and all losses and damages will be recoverable from you during your course of your service with the company, and you will continue to be liable to indemnify such losses in the event your employment ceases with the company for any reason whatsoever.

11. **Restriction from soliciting with company's clients and business relations:**

During the course of the employment, you shall not engage in any position or activity that would involve in soliciting or knowingly communicating with the company's clients, business partner or entity that the employee had business relations with, during the course of his employment. Thereafter apart from abiding by clause 10 of the offer, you shall not engage against the interest and business of the organization.

12. **Gratuity:**

Gratuity will be paid as per the provisions of the Gratuity Act as and when you become eligible for the same.

13. **Safe custody of Company Assets:**

You will be responsible for safekeeping and return in good condition and order of all company property, which may be in your use, custody or charge.

14. **Termination**

If at any time in our opinion, which is final in this matter you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or breach of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. In addition to that, the failure to produce or non-submission of any certificate in proof of educational qualification, experience, etc. call for by the company at the time of joining also cause termination of your service without any notice.

15. **Acceptance of Commission/Gratification:**

You will not accept any unusual/costly gifts, commission or any sort of gratification in cash or any kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the management. The usual common acceptable distribution of chocolates, cakes, etc. and festive gifts (simple /ordinary) are excluded from this.

16. **Appointment in good faith:**

This offer of appointment as **Office Assistant - Credit [Grade: Junior Assistant]** is being issued to you on the basis of the information relating to your qualification, experience etc., 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.

CIN No : U65923KL2010PLC030179

17. **Dress code**

You will comply with the prevailing dress code applicable to employees, while in service with the Company.

18. **Documents to be produced at the time of joining:**

a) Copies of your certificates, testimonials, proof of age, Mark sheets, qualification, Experience, etc. duly attested by a Gazetted Officer.

a) Four recent Passport size photographs.

b) Physical Fitness Certificate from a Medical Officer not below the rank of an Asst. Surgeon.

c) Relieving letter from your present employer, if applicable.

d) Copy of Aadhar card/ National Population Register (NPR) and Copy of PAN card

e) Bank account details with IFSC code

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your acceptance and return the same to us immediately.

We take this opportunity to welcome you to our organization and extend our best wishes.

For Manappuram Home Finance Limited,

Shijo Semari
Head-HR

5/7

MANAPPURAM HOME FINANCE LTD.

FORMERLY MANAPPURAM HOME FINANCE PVT. LTD.
CIN No. : U65923KL2010PLC039179

Dhiraj Santoshrao Deshmukhh	
Name	Dhiraj Santoshrao Deshmukhh
Position	Office Assistant – Credit
Grade	Junior Assistant
Location	Akola
Basic Pay	10800
Dearness Allowance	3406
House Rent Allowance	0
FTA	0
Statutory Bonus	1060
Special Allowance	0
Sub Total 1	**15266**
Employer PF Contribution	1950
Employer ESI Contribution	496
Statutory Bonus	0
Sub Total 2	**2446**
Consolidated Basic Pay	**13247**
Fixed CTC	**17712**
Annual CTC (Fixed)	**212546**
Remarks: * Dearness Allowance & Statutory Bonus are subject to vary as per government rule and Company Policy.	

Prepared by

Mayur G
Asst.Manager-HR

Checked by

Shijo Soman
Head-HR

Regd. Office : IV/470A(Old), W/638A(New), 5th Floor, Manappuram House, Valapad, Thrissur, Kerala - 680567
Corp. Office : Kanakia Wall Street, A – Wing, 3rd Floor, Andheri Kurla Road, Andheri East, Mumbai, Maharashtra - 400093
Phone: 022-66211000 e-mail : mail@manappuramhomefin.com

617

MANAPPURAM HOME FINANCE LIMITED

AKOLA

EMPLOYEE REPORT

Date: 10/12/2021 Time: 11:44:29AM

Employee Details

Image

Employee Code	152202		
Employee Name	DHIRAJ SANTOSHRAO DESHMUKH		
Designation	BRANCH CREDIT HEAD		
Department	CREDIT		
Post	BRANCH CREDIT HEAD		
Grade	JUNIOR ASST		
Joining Date	21/06/2021		
Father	NIL		
D.O.B	13/01/1998		
Phone			
Mobile 1		**Mobile 2**	
Email			
Gender	MALE	**Blood Group**	
Religion		**Caste**	
Gratuity	NO	**Medical Claim** NO	**DA** YES
Marrital Status	MARRIED **Spouse**		**Child No** 0
I.D.Proof	NIL		
I.D.Proof Number			
Status	ACTIVE		
Land Mark			
Address	..DUMMY..		

Refference Details

Contact person	**Contact No :**	**Address :**
Contact person	**Contact No :**	**Address :**

Other Details

Experience Details Click Here

Qualification Details

Qualification	Pass Out	Percentage	Institution	University	certicate_no
		0.00			

7/7

Ref: HR/JUL/22/A3/57909005/60076072/1001267392 **Date: 12 July, 2022**

Mr. Jitendra Shende
Balaji Nagar
Khat Road
Bhandara H O 441904
Maharashtra, India

Dear **Mr. Jitendra**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DMIT** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Pune,Maharashtra**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 18 July, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 25,680/- (Rupees Twenty Five Thousand Six Hundred Eighty Only) per annum.**

This includes:
- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

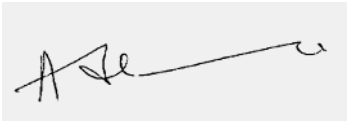
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Ankur Shukla
Head - Human Resources

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

	Annexure 1A		
	Name: Jitendra Shende		
	EARNINGS		
	CTC Components	**Proposed CTC (Rs.)**	
		Monthly	**Annual**
	A. Fixed Pay		
1	Basic Pay	9,838	1,18,058
	Choice Pay		
2	Conveyance	**Refer to Annexure 1B**	
3	Fuel & Maintenance	**Refer to Annexure 1B**	
4	Leave Travel Allowance	**Refer to Annexure 1B**	
5	Medical Reimbursement	**Refer to Annexure 1B**	
6	Bonus*	1,968	23,612
7	Residual Choice Pay	4,052	48,622
	Housing		
8	House Rent Allowance	4,919	59,029
	Retirals		
9	PF - Employer Contribution	1,667	20,002
10	Gratuity (4.81% of Basic)	473	5,679
	Total Fixed Pay [A]	22,917	2,75,000
	Total CTC (A)	22,917	2,75,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.
(**) For Insurance Premium debits, please refer Annexure 1B

	Insurance (Pay Slip Debit As Per Grade)	**Monthly**	**Annual**
	GPA Insurance Premium		
	Group Term Life Insurance Premium		
	Medical Insurance Premium		

Annexure - 2

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.

b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.

b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.

c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.

d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith

e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You

will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.

g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

h. **Proprietary Rights**: You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it

deems proper in the event of your failure to account for such material or property to its satisfaction.

j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

k. **Authorizations for activities:** You will 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 or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.

m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.

n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.

o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:



a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.

c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence, and
   ii. Give an explanation to the satisfaction of the Management regarding such absence

e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.

f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.

g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.

h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of the company or any of its Group Companies.

k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in

   i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.

   ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.

   iii. You shall also not disclose non-public information selectively to any particular group as it may lead to

unfair advantage / discrimination.

iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.

v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.

f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.

g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.

i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:

SKAYKA Pvt. Ltd
Phone: +91 8625070009
Email: hr@skayka.com

Office No: 309, City Avenue, Mumbai Hwy,
ShankarKalat Nagar, Wakad, - Pimpri Chinchwad,
Maharashtra 411057

Ref: HR/OFFL/AP01/23

Date: 09 FEB 2023

To
Pravin Dalvi

Dear Mr. Pravin

Congratulations….!!!

With reference to your interview for employment and the subsequent discussion you had with us, we are pleased to inform you that you have been selected for the position of "Senior Business Development Executive" with SKAYKA Pvt. Ltd.

We are delighted to make you the following offer:

Position: **Senior Business Development Executive**
Location: Wakad, Pune
Your CTC will be: **600,000 per annum**
DOJ- **09 FEB 2023**

Kindly reply to all on this mail to indicate your acceptance of the offer and confirm your date of joining.

A detailed appointment letter will be issued to you after you accept this offer. We expect you to join on 09th FEB 2023 as discussed with you, or else this offer will stand withdrawn automatically. You will be on probation for a period of three months.
The company looks for a long-lasting association with all its employees & expects the same from you.

D Thorat

Devdatt Thorat

Managing Director



APPOINTMENT LETTER

April 21, 2022

Dear Homeshwari Jadhao,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company’s discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information (‘Confidential Information’). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company’s Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited’s (hereinafter to as the “Company”) internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company’s Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as “UPSI”) about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company’s Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to “UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Homeshwari Jadhao, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Homeshwari Jadhao

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

   a. you being "active" in the services of the company through to retention date as applicable

   b. your employment has not been terminated for poor performance or for cause prior to retention date

   c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team’s decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax

exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under ‘Pension’ component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Homeshwari Jadhao 21/4/2022 7:18 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com

India **C** :L32102KA1945PLC020800

24384232

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6271033/1471697,

08/18/2022,
KHUSHBU TRILOKCHAND BHATTAD.

7, G.R Nagar near lions school khamgaon, 444312
khamgaon, Maharashtra
India.

Confidential

Dear KHUSHBU TRILOKCHAND BHATTAD,

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 **09/15/2022** (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(SEZ),IT3/IT4, Airoli knowledge Park,Thane Belapur Rd,
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 400,010.00 (Rupees Four Lakh And Ten 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:

Analyst

Total Cost to Company (CTC). **Rs.400,010.00**

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.1,890.00**	**Rs.22,680.00**
Other Allowances and Reimbursements – 2 +	**Rs.839.00**	**Rs.10,068.00**
Advance Statutory Bonus ++	**Rs.3,149.00**	**Rs.37,788.00**
Gross monthly salary	**Rs.29,878.00**	**Rs.358,536.00**
Capgemini's contribution to PF *	**Rs.1,800.00**	**Rs.21,600.00**
Gratuity (accrual only)		**Rs.8,664.00**
Total Fixed Compensation		**Rs.388,800.00**
Total Cash Compensation		**Rs.388,800.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.11,210.00**
Total Cost to Company		**Rs. 400,010.00**

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.

++ 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 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 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- 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.) You shall be eligible for following additional one-time payout:

- **Special Incentive:**You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**. post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) 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.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

J.) 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 11/14/2022 (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.

      b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.

   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.

   k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

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 ab-initio.

K.) 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: **KHUSHBU TRILOKCHAND BHATTAD**

Date: **08/18/2022**

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 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 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 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 persons 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 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,_____ _____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 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:
Signature:
Date:

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.
2.	Employment Documents: **Current Employment(Immediate Previous)** 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 c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**Proof of identity/ Address** a) PAN Card b) AADHAAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card iV) Electricity Bills V) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs (6 nos.)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s) (if applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed
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

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini.

(51) 2021-22

bitwise

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

7th March 2022

To,
Sakshi Prashantrao Thakre
488, Sai Nagar Chowk, Ward No 1,
Burande Lay out, Sai Nagar, Near Gouri Kirana Store,
Wardha, Maharashtra - 442001.

Re: - Appointment Letter

Dear Sakshi,

We are happy to welcome you to the organization as Project Trainee with effect from 7th March 2022. You will be on probation for six months, from 7th March 2022 to 6th September 2022. Based on clearing your Bachelor's degree, your performance and company's requirements, you may be converted to a permanent employee. If you are not made permanent, your employment will come to an automatic end on 6th September 2022. In such event, you will be relieved immediately without any notice. During the period of your employment with Bitwise you will work honestly, faithfully, diligently and efficiently for the growth of Bitwise.

Your appointment shall be subject to acceptance of the following terms and conditions:-

1. Your annual CTC along with the salary structure is attached as Annexure A.

2. You will be governed by the terms and conditions of your appointment letter along with the Bitwise policies, procedures and other rules that may be applicable. These policies, procedures and rules are subject to amendments and adjustments from time to time and you are required to abide with the updated policies, procedures and rules.

3. This offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application and on the ability to handle any assignments / jobs independently anywhere in India or overseas. In case, at a later date, any of the your statements / particulars furnished are found to be false or misleading or your performance is not up to the mark or if any adverse report is obtained from any post joining checks, Bitwise shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

4. Though you have been engaged for a specific position, Bitwise reserves the right to send you on training/ deputation / transfer / assignment to sister companies / associated companies, client locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

5. Your working hours shall be regulated to suit the duties entrusted to you and can be changed from time to time depending on the project/ business needs. You will be required to work for eight hours in a day excluding time spent for lunch or on breaks.

6. Your position with Bitwise is a full time employment and you will devote yourself exclusively to the business of the company. You will not take up or continue any other work for remuneration (part time or full time) or work on any advisory committee or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business during your employment with Bitwise without the explicit written permission from the company.

7. You shall only at the request of Bitwise, enter into any direct or indirect agreement or undertaking with any customer to whom you may be assigned or deputed.

BWSPL / HR / Appt0405 / ST 4127
Digitally signed by RUPALI PRASAD VEERKAR
Date: 2022.03.10 16:38:12 +05'30'

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India .
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

8. You will not have any legal rights towards any software, data or documentation worked upon by you for Bitwise, its clients or associated companies. You will not bring in or take out, send or receive any software, data or documentation by using physical storage or electronic interchange media from or to the office premises without written authorization, except as necessary for the execution of your official work.

9. You shall not install, enable, download, copy or duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

10. You shall use Bitwise resources for official purpose only. You will display and employ reasonable care and precaution in handling / utilizing any of the assets / properties of Bitwise or its clients, to which you will have access in discharge of your duties. You will be personally liable to compensate / reimburse the loss / damage / deterioration, if any, suffered or discovered to have been suffered by any of the assets / properties of Bitwise or its clients by reason of your negligent, incompetent and irresponsible handling of the assets / properties involved.

11. Bitwise has your consent to use your personal information as described in Privacy Policy.

12. During your tenure with Bitwise or at any time thereafter, you are expected to maintain utmost secrecy in regard to the current and proposed affairs of Bitwise, its associated companies, clients and employees and shall keep all such information, whether written or oral, completely confidential.

13. During your tenure with Bitwise and for a period of one year immediately following termination/ resignation for any reason whatsoever, you shall not, directly or indirectly, solicit employment of, Employ, or advise any Bitwise employee, consultant, independent contractor or associated customer to terminate his or her contract or relationship with Bitwise. You will also not accept any employment or work contract (directly or as a subcontractor) from any customer of Bitwise.

14. Either party can terminate this employment by serving a notice of 30 days to the other party. If approved by Bitwise, the employee may surrender his / her Paid Leave or pay salary (gross) in lieu of notice period. Similarly Bitwise may also pay salary (gross) in lieu of notice period at its discretion. Bitwise can terminate your services for cause, with immediate effect. "For cause" includes, but is not limited to, theft or misappropriation of Bitwise and Bitwises' customer's assets or information, poor or inadequate work performance, contravention of Bitwise policies or directives, excessive tardiness, or any detrimental conduct.

15. Unauthorized absence or absence without permission from duty for a continuous period of 7 days, would make you lose your employment with Bitwise. In such event, your employment will come to an automatic end. You will be required to complete all the necessary resignation formalities and also reimburse the company for the notice period.

16. Before seeking release upon termination / resignation of your services with Bitwise in any way, you will return all the belongings of the company as a condition precedent against an actionable receipt to be followed by issuance of "No Dues Certificate" and till such time, Bitwise shall hold and wield its rights of lien over all your dues including terminal dues.

Rupali Veerkar
Vice President - HR
Bitwise Solutions Pvt. Ltd.

Received and Accepted
Date:

Bitwise Solutions Pvt. Ltd.
Off International Convention Centre
Senapati Bapat Road
Pune 411016, India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

Letter of Appointment

Annexure A - Salary Structure

Employee Name – Sakshi Prashantrao Thakre

Designation – Project Trainee

Effective Date – 7th March 2022

Your annual CTC will be ₹ 2,40,000/- (Rupees Two Lakh and Forty Thousand Only) P.A. The breakup of your salary is as follows–

	Annual in ₹	Monthly in ₹
Basic	1,68,000.00	14,000.00
HRA	17,088.00	1,424.00
Transport Allowance	4,800.00	400.00
Special Allowance	0.00	0.00
Medical Allowance	4,800.00	400.00
Gross	1,94,688.00	16,224.00
*Bonus	24,000.00	-
Company Contribution to PF	21,312.00	1,776.00
CTC	2,40,000.00	18,000.00

*Bonus will be paid proportionately during 2022 Diwali.

Received and Accepted

Date



APPOINTMENT LETTER

April 20, 2022

Dear Aashish Makwana,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company’s discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information (‘Confidential Information’). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Aashish Makwana, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Aashish Makwana

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

    i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Aashish Makwana 20/4/2022 11:36 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

24384970

Mr. Anishraj Singh
Ahmedabad, Gujarat.

Date 01-08-2022

Dear Mr. Anishraj

Further to our letter of offer/ interview dated 15-07-2022, we are pleased to inform you that you are hereby appointed as Project Coordinator in our Organization Shiv Kailash Construction. Organization to be based at Ahmedabad HQ as per terms and conditions discussed and agreed upon as under: -

1. This appointment is effective from 01-08-2022, your date of joining in our organization.
2. Your salary and other allowances shall be **as per enclosed statement (Annexure-1)**
3. Your job functions and responsibilities as Project Coordinator will be as defined broadly in the enclosed Annexure
4. Notice period required from either side is of one month (30 Days)
5. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time, as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.
6. Your future increments or promotion or any other salary increase shall be based on merit/PLR considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.
7. During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which are found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.
8. You shall retire from the services of the Company on attaining 58 years of age. Your date of birth for the purpose of Company's record is entered as per xerox copy of **Adhar Card** Certificate submitted by you.
9. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part

607, 6th Floor, One World West, SP Ring Road,
South Bopal, Ahmedabad - 380 058. Gujarat, INDIA
+91-02717-431076 +91-9313936597
info@skc.net.in UDYAM-GJ-01-0012842

time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.

10. (i) Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another Sites or Projects existing or to come into existence in future or any of the Company's Projects or Sites anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department/office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.

(ii) The aforesaid Clause (i) will not give you any right to claim employment in any associate concern or ask for a common seniority with the employee of associate concern.

11. In the event you are absent from duty without information or permission of leave, or you overstay than your sanctioned leaves, the Management will treat you as having voluntarily abandoned the services of the Company.

12. Your services are liable to be terminated at any time:

i) In case you are found to be medically unfit by the Company's Authorized Medical practitioner, on examination;

ii) as and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary etc.

iii) if you are found to be not possessing desired qualification which do not conform to custom authority and / govt. regulation as may be required from time to time and necessary for the continuation of business or its exigencies or on account of redundancy.

13. You will keep the Company informed of any change in your residential address that may happen during the employment of your service with the company.

14. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written, or unwritten and information and instructions that pass through you or come to your knowledge shall be treated as

confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.

15. During employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know – how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.

16. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

    You will not seek membership of any local or public bodies without first obtaining specific permission of the management. In the event of your becoming member without following due process as mentioned, it shall amount to contravention of provision of employment condition and the management reserves the right to take appropriate action including dispensing with your services, as it may deem fit.

    You will not give out to anyone, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee.

17. While you are in employment of the company, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.

18. Any balance of advance or loan taken by you from the Company, shall be fully recovered from your salary and any other legal dues including of you're leaving the services of the Company.

19. While working as an employee if you enter any business transaction with any party on behalf of the company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company, it shall be your responsibility to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account.

20. The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of noncompliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection.
21. You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

Yours faithfully,

For SHIV KAILASH CONSTRUCTION,

Accepted:

(Anishraj Singh)

Authorised Signatory

Annexure-1

Shiv Kailash Construction

Name : Anishraj Singh
Designation : Project Coordinator
Department : Project
DOJ : 01-08-2022
Will be effective from: 01-08-2022

Salary Components	Amount Rs. (Monthly)	Amount Rs. (Yearly)
Basic	17500	210000
HRA	7000	84000
Conveyance Allowance	1750	21000
Medical Allowance	1750	21000
Leave Travel Allowance	1573	18876
Other Allowance	5427	65124
[A] Gross Amount	**35000**	**420000**
PF Earning	**15000**	**180000**
TDS	0	0
[B] Total Benefits	**0**	**0**
[C] CTC P.M. (A+B)	**35000**	**420000**
PF	2100	25200
PT	200	2400
[D] Total Deductions	**2300**	**2400**
Net Take Home [A-D]	**32700**	**417600**

- Payment of perquisites, allowances and reimbursements shall be subject to provisions of Income Tax, as applicable

SHIV KAILASH CONSTRUCTION

Accepted: _____
(Anishraj Singh)

Authorised Signatory

Coditas Solutions LLP

Pune pune Maharashtra 411014 India

Payslip for the month of November 2023

Employee Pay Summary

Employee Name	Mujahid Ahmed Sayyed, 11058
Designation	Data Engineer
Date of Joining	11/07/2022
Pay Period	November 2023
Pay Date	30/11/2023
UAN	101851845685
Bank Account No	086901005268

Employee Net Pay

₹76,678.00

Paid Days : 22 | LOP Days : 0

Earnings	Amount	YTD
Basic	₹18,000.00	₹1,26,000.00
House Rent Allowance	₹9,375.00	₹43,752.00
Conveyance Allowance	₹9,375.00	₹43,752.00
Children Education Allowance	₹400.00	₹3,200.00
Medical Allowance	₹9,375.00	₹43,752.00
Leave Travel Allowance	₹9,375.00	₹43,752.00
Ex-gratia/Bonus	₹3,574.00	₹49,610.00
Annual Incentive	-	₹1,00,000.00
Night Shift Allowance	₹22,000.00	₹70,000.00
Gross Earnings	**₹81,474.00**	

Deductions	Amount	YTD
EPF Contribution	₹2,160.00	₹15,120.00
Income Tax	₹2,436.00	₹2,436.00
Professional Tax	₹200.00	₹1,600.00
Total Deductions	**₹4,796.00**	

Total Net Payable **₹76,678.00** (Indian Rupee Seventy-Six Thousand Six Hundred Seventy-Eight Only)

**Total Net Payable = Gross Earnings - Total Deductions

-- This is a system generated payslip, hence the signature is not required. --

SMS India Pvt. Ltd.
286, Udyog Vihar, Phase – II,
Gurugram – 122 016, Haryana/ India
Phone : + 91 (0) 124 435 - 15 00
Fax : + 91 (0) 124 435 - 17 03
http://www.sms-group.com

Mr. Navaneet Vishwanathrao Awajare
1279/Wathod Pura
Nerpinglai
Maharashtra-444707.

LETTER OF APPOINTMENT

August 01, 2023

Dear Mr. Navaneet Vishwanathrao Awajare,

After successful completion of your traineeship, we are pleased to offer you an employment in our company as Engineer for SMS Digital with effect from 01-Aug-2023 on the following terms and conditions:

1. Salary and Benefits

Your basic salary has been fixed at INR 24,016/ month (Rupees Twenty Four Thousand Sixteen Only per month). In addition to the above, you will be entitled to certain allowances/ benefits as mentioned in the enclosed Annexure - I. For the details of the components refer Annexure - II. The salary package is confidential which should not be disclosed or discussed with others.

2. Work Place

You are initially appointed to work in our Pune location. However, you are liable to be transferred to any department or establishment of the Company, or associate companies or business associate or Project Sites whether existing or acquired later anywhere in India or overseas, temporarily or permanently. You may also be given solely other assignments than you are initially recruited for. You may be sent abroad for the Company's business/ training at the discretion of the Company and you may be required to furnish a specific Service Agreement / Deputation Agreement as per rules of the Company.

3. Working hours

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

4. Notice Period

As a confirmed employee, the notice period will be three months from either side for termination of employment. Thereafter your employment will be subject to termination by

Signature of Employee

SMS India Pvt. Ltd.
286, Udyog Vihar, Phase – II,
Gurugram – 122 016, Haryana/ India
Phone : + 91 (0) 124 435 - 15 00
Fax : + 91 (0) 124 435 - 17 03
http://www.sms-group.com

affording three months' notice in writing or on payment of three month's basic salary in lieu thereof by either party. However Management reserves the right to deny the payment in lieu of notice by employee and ask the employee to continue in the service till the expiry of the notice period. This notice period can be curtailed only on Management's approval.

5. Medical Fitness

The appointment and its continuance is subject to your being found and remaining medically fit. The management reserves the right to ask you to undergo medical examination as and when considered necessary.

6. Outside Employment

You will be in the exclusive employment of this organization and will not engage yourself either alone or in company, in any work, profession or employment either honorary or otherwise during the period of employment with us. You shall, during your services with us, devote your whole time and attention to our business and the business of our associated companies, as directed to the best of your ability.

7. Secrecy

You shall treat as confidential all information, whether by way of discussions, documents, drawings, digital drives, software, programmes or in any other way, imparted to you during your employment with us and will not divulge it to any person or firm or use to your own benefits. The said information shall be the exclusive property of our company and will be used only for the benefits of this company. Terms and conditions of employment in relation to inventions made by the employee as mentioned in the enclosed Annexure - IV.

8. Email & Other Communication

Email & other communication facility provided by the company is to be used exclusively for company's official business. The company will have the right to check the email & other communication sent and received. Sending of any information related to the company's commercial / financial / technical data to unauthorized persons will be treated as a breach of trust and a serious offense. You will be responsible for the misuse of email & other communication and all its consequences including litigation arising thereof.

9. Service Conditions

You will be governed by rules, regulations and service conditions as per Annexure - II, applicable to the employee of your Band working in the establishment of the company in which you will be working. In addition to the above, you will be governed by the Code of Conduct in Annexure -III. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time. In order to remain competitive in the continuously changing business and economic

Signature of Employee

SMS India Pvt. Ltd.
286, Udyog Vihar, Phase – II,
Gurugram – 122 016, Haryana/ India
Phone : + 91 (0) 124 435 - 15 00
Fax : + 91 (0) 124 435 - 17 03
http://www.sms-group.com

environment our Company undertakes a number of effectiveness improvement programs and movements such as Re-engineering, ISO/QS 9000, Cost reduction projects etc. For increasing individual effectiveness, the Company believes in Continuous Training and Development and provides opportunities for all employees. You will actively participate and contribute in all these movements, programs, trainings and development processes and enhance your and organization's competence.

The Company will deem to take the address mentioned in your Employment Application for all communications. All the correspondence and communications at your noted address will amount to a due notice to you. In case of any change of address you are required to furnish to HR the same within three days of such change. Your selection and appointment is based on information provided by you in and conditions of the services which are attached herewith. If any information in personal data furnished by you is found incorrect/ wrong, you will be liable to instant dismissal without any notice or compensation.

Any dispute or difference arising between the parties, out of the operation of this agreement or in any way relating to the rights and liabilities of the parties there under, shall be settled by arbitration by a sole arbitrator to be appointed by the Chief Executive Officer of SMS India Pvt. Ltd. and the sole arbitrator shall constitute the Arbitral tribunal. The Arbitral tribunal shall conduct the arbitration proceedings in New Delhi / Gurugram. The arbitration proceedings shall be conducted in accordance with the provision of the Arbitration and Conciliation Act 1996 the rules and by laws framed there under and/or any statutory modification made thereto. The award of the arbitral tribunal shall be final and binding on the parties and shall be enforced under the Code of Civil procedure, 1908 in the same manner as if it were a decree of a court. The courts at New Delhi / Gurugram shall have the exclusive jurisdiction in all matters arising under this agreement.

Your unique Employee Identification Number (Employee Code) is: 2691

Based on your declaration we have recorded your date of birth as 18-Jan-2000 and as per our present Company Policy, age of retirement is 60 years.

Signature of Employee

SMS India Pvt. Ltd.
286, Udyog Vihar, Phase – II,
Gurugram – 122 016, Haryana/ India
Phone : + 91 (0) 124 435 - 15 00
Fax : + 91 (0) 124 435 - 17 03
http://www.sms-group.com

We welcome you as a member of our Organization and look forward to your long and fruitful association with the Company. Kindly return the duplicate of this letter, Annexure-I, Annexure – II, Annexure - III and Annexure - IV, duly countersigned at the place provided therein, in token of your confirmation and acceptance of the above.

Yours sincerely,

SMS India Pvt. Ltd



Sanjeev Sharma
Senior Vice President
Human Resources

Acceptance:

I **Navaneet Vishwanathrao Awajare** hereby confirm that all the information provided by me is true to the best of my knowledge and my appointment in your organization is subject to the validity of this information. I also confirm having read & understood and agree to abide by the above terms and conditions.

Signature of Employee

SMS group

Annexure - I

Name : Navaneet Vishwanathrao Awajare
Designation : Engineer

SALARY STRUCTURE	*Amount (₹ / Month)*
BASIC	24,016
HRA	12,008
PERSONAL ALLOWANCE	13,394
LEAVE TRAVEL ALLOWANCE	1,250
MEAL ALLOWANCE	2,200
MOBILE/TELEPHONE ALLOWANCE	500
TOTAL GROSS PER MONTH	**53,368**
TOTAL GROSS PER ANNUM	**640,416**
RETIREMENT BENEFITS (ANNUAL)	
PROVIDENT FUND	34,584
TOTAL BENEFITS	**34,584**
GROSS AMOUNT (Including Annual Benefits)	**675,000**

- All present and future taxes related to your employment will be borne by you.
- You are eligible under Group Mediclaim Insurance (GMC) and sum insured as per company policy will be INR 3,00,000.
- You are eligible for Group Personal Accidental Insurance (GPA) and sum insured as per company policy will be INR 50,00,000.
- You are eligible for Group Term Life Insurance (GTL) and sum insured as per company policy will be INR 25,00,000.
- Your above mentioned compensation plan/structure/benefits is subject to changes, made by the company in its overall compensation scheme, from time to time.

Sanjeev Sharma

Human Resource Department

Annexure – II

GUIDELINES ON COMPENSATION AND SERVICE CONDITIONS

GUIDELINES ON COMPENSATION AND SERVICE CONDITIONS

FORWARD

The following guidelines on compensation and service conditions, apply to you. The details have been condensed to provide an overall view on the contents.

Perk value calculations and income tax deductions on each salary component will be as per existing and applicable income tax rules and guidelines.

Please contact HR for further information or any clarifications.

Components of Remuneration

The main components of your remuneration are:

- Basic Salary
- Allowances and benefits
  - House Rent Allowance
  - Personal Allowance (this is a balancing figure)
  - Leave Travel Allowance
  - Meal Allowance
  - Fuel Allowance
  - Car Allowance
  - Provident Fund
- Performance Pay applicable in your case is mentioned in the Annexure - I (% of Fixed Salary)
- Employee Benefit Insurance
  - Medical Insurance
  - Accidental insurance
  - Term Insurance
- Retirement Benefits
  - Provident Fund (at present 12% of Basic Salary)
  - Gratuity (as per Payment of Gratuity Act, 1972)

Total CTC is the sum total of Basic Salary, Retirement Benefits and Allowances and benefits including Performance pay. The above structure aims to achieve a healthy balance between Current income and Retirement benefits, while being tax effective and are explained further.

1. HOUSE RENT ALLOWANCE (HRA)

HRA applicable in your case is mentioned in the Annexure - I “Compensation Structure”.

2. PERSONAL ALLOWANCE

Personal Allowance applicable is mentioned in the Annexure - I “Compensation Structure”.

3. LEAVE TRAVEL ASSISTANCE (LTA)

LTA applicable in your case is mentioned in the Annexure - I, “Compensation Structure”. LTA tax exemption can be availed on submission of travel bills. You need to take Earned Leave for a minimum 5 days to avail tax exemption.

4. MEAL ALLOWANCE

Meal Allowance applicable in your case is mentioned in the Annexure - I, “Compensation Structure”. In case you wish to avail exemption for the same, you can opt for meal card loaded with the same value as mentioned in the Annexure - I, “Compensation Structure”.

5. FUEL ALLOWANCE

Fuel Allowance applicable in your case is mentioned in the Annexure - I, “Compensation Structure”. In case you wish to avail exemption as per the perquisite norms of income tax act, you can opt for fuel card loaded with the same value as mentioned in the Annexure - I, “Compensation Structure”. This is applicable only for those who possess their own motor car or company provided motor car and use it for official and personal purposes.

6. CAR ALLOWANCE

Car Allowance applicable in your case is mentioned in the Annexure - I, “Compensation Structure”.

6. PERFORMANCE PAY

Category-D & above will be eligible for Performance pay as applicable. The Performance Pay applicable to individuals is mentioned in the Annexure - I.

7. EMPLOYEE BENEFIT INSURANCE

7.1. HOSPITALIZATION INSURANCE

You are eligible for Hospitalization benefits under the Medical Insurance Policy. The coverage includes the employee, spouse and 2 dependent children up to 25 years of age and the limit of sum insured as specified in the Company policy.

Employee shall enroll himself and the family members, as defined above (spouse and 2 dependent children up to 25 years of age) by filling up the necessary forms. Subsequently at any point of time in future, when there is a change in the family status, the employee shall immediately inform the respective HR accordingly and get the enrolment modified / changed. It is necessary to have enrollment on time for self and other family members to qualify and avail the hospitalization benefits.

There is an optional coverage extended to employees for covering Parents/in case of female employees in-

laws by giving a nominal premium. Benefits under the scheme will be as per the Policy conditions and subject to change from time to time.

7.2. GROUP PERSONAL ACCIDENT INSURANCE (GPA)

You are covered under the GPA. You will be eligible for the sum assured limit as applicable to your band as per the Policy conditions and subject to change from time to time.

7.3. GROUP TERM LIFE INSURANCE (GTL)

You are covered under the GTL. You will be eligible for Term Insurance Coverage for the sum assured limit as applicable to your band as per the Policy conditions and subject to change from time to time.

8. ATTENDANCE/ LEAVE/ OVERTIME/ WORKING ON HOLIDAYS

8.1. ATTENDANCE

All employees will be required to register their attendance. Where the Electronic Attendance Recording System has been introduced, employees will be required to record their attendance daily (IN/OUT) in accordance with the administrative guidelines of the respective location.

Where the Electronic Attendance Recording System is not introduced, employees will register their attendance on daily /monthly basis in accordance with the practices followed at the respective location.

Employee can view/verify the time record in the Employee Self Service Portal (ESS).

8.2. LEAVE

Employees are eligible for Leaves as per Company's Leave Policy applicable from time to time.

8.3. OVERTIME

There is no overtime entitlement for Category B and above, for Category A employees overtime will be paid as per the applicable governing rules.

8.4. WORKING ON HOLIDAYS/ CLOSED DAYS

In view of work exigencies employees may be required to come to their respective workplaces/ office on a holiday/closed day. In such cases, reasonable expenses on account of transport and snacks/ lunch could be claimed as reimbursement through expense report with due approvals.

9. PROVIDENT FUND

You are covered under Provident Fund, as per Employees Provident Fund Act. At present the contribution to provident fund is 12% of basic salary. You are required to complete enrollment and other (nominations) required formalities. Any change in nominations shall be notified to concerned HR Department from time to time.

10. GRATUITY

You are eligible for Gratuity as per Payment of Gratuity Act, 1972. You are required to complete enrollment and other (nominations) required formalities.

11. GENERAL

These guidelines provide an overall view on the Compensation and Benefits and are a supporting document to the Annexure - I, "Compensation Structure". It provides an overview of your CTC based on the components mentioned therein and is prepared for a limited purpose. Some allowances may have been considered in the Annexure - I in order to maintain parity, irrespective of the fact whether you have availed any facility / benefit under the respective policy or not. Any other allowance such as adhoc allowance, or those paid based on decisions and agreements are not mentioned in Annexure - I.

The compensation and compensation structure is reviewed from time to time in order to comply with tax and statutory requirements, to be in line with the market, to meet the business requirements and to meet the your expectations. The compensation and /or structure could undergo changes (modified / altered / withdrawn) based on any one or more than one of the above-mentioned requirements. Some of the salary components of your salary could be thus be adjusted appropriately, on promotion and/or in the course of compensation restructuring, in future.

All insurance coverage mentioned herein could undergo changes (modified / altered / withdrawn) at the discretion of Management and they are not part of computation of your Gross Salary.

Your emoluments and benefits are confidential and you will not disclose to any person, firm or company during the continuance of your employment. Violation of this clause may lead to termination of your service.

Signature of Employee

Annexure – III

CODE OF CONDUCT

FORWARD

The good reputation of our group of companies as a supplier of high-quality products and services gives us a decisive competitive advantage. An essential foundation of the trust placed in our company group by our customers, suppliers and the public is our respect for and adherence to legal and statutory requirements as well as our company guidelines (Compliance).
We already laid the foundation for this many years ago. Through the continuous further development and adaptation of our Compliance Organization and our Compliance Management System, we are ensuring that we live up to what we and the public expect of us. While working for the SMS group, we comply with both legal and internal requirements – both in Germany and abroad. It is our firm belief that we will only succeed if we proceed on this basis in future.

The Code of Conduct is valid worldwide and applies to all employees of our group of companies. It is your responsibility to comply with the requirements laid down in this Code of Conduct. In addition, it is the responsibility of the company‘s executives and managers to ensure that all employees know, understand, and comply with the provisions of this Code of Conduct.

We do not tolerate any violations of this Code of Conduct. Therefore: If in doubt or if you have any questions regarding this Code of Conduct, please contact your supervisor or the Compliance department.

1. LAWFUL CONDUCT

We regard the integrity of our employees as an essential pre-requisite for the long-term success of our business. While our actions may always be geared towards the interests of our customers, compliance with statutory rules and regulations is a top priority for us. We therefore expect every employee of SMS group to act in accordance with the applicable rules and regulations.

Breaches may not only have consequences for the individual under civil or criminal law but may also lead to sanctions against our group of companies and a long term damage to our reputation.

2. OUR CONDUCT IN BUSINESS TRANSACTIONS

2.1. COMPLIANCE WITH ANTITRUST REGULATIONS

In the competition for market shares we commit ourselves to fairness and integrity. Compliance with antitrust regulations is imperative. Agreements or behaviors that restrict competition are not permitted, regardless of whether they are made in writing or verbally and informally. Any exchange of competitively sensitive information is prohibited. In particular, this includes agreements on prices, strategies, conditions, quotations, the division of customer groups, products and regions.

Special care must be taken with regard to activities involving associations. Although work in associations may be of benefit to SMS group in principle, associations often offer their members a platform for discussing industry-specific interests and issues. This increases the risk of exchanging competitively sensitive information. For better guidance, we have drawn up rules of conduct for contacts with competitors. The principles laid down in this regulation must be observed.

2.2 PROHIBITION OF CORRUPTION

We do not tolerate any form of corruption or bribery. Our approach to the competition for customer orders is marked by an awareness of our first-class products and services and our company’s excellent reputation. In this context, reference is made to the SMS group Guideline on the Prevention of Corruption.

Offering and granting advantages
Corruption as a means of obtaining orders is prohibited. No employee is allowed to grant unjustified advantages, such as monetary or material contributions, within the context of the initiation, conclusion, or handling of orders. The same applies to dealings with authorities.

Gifts for hosts or promotional gifts and invitations are permitted if they conform to social norms and standards, correspond to local customs, and are considered a matter of courtesy in the relevant country. The choice, scope, and monetary value of the gift or invitation must comply with the customary and legal framework in the relevant country. Cash gifts are prohibited. In all cases, when choosing or deciding on gifts and invitations, it must be ensured that these do not create the impression of wishing to influence the actions or decisions of the persons receiving the advantage due to their monetary value. Further-more, transparency with regards to gifts and invitations must be ensured. The criteria for choosing and deciding on gifts and invitations are subject to particularly strict standards when dealing with public official.

I have received, read and understood the Code of Conduct and will abide by the same.

Signature of Employee

Demanding and accepting advantages
It is not permitted to demand, accept, or accept promises of personal advantages. Only low-value gifts for hosts or promotional gifts, which are granted within the framework of customary and legally permissible practices and do not create the impression of wishing to influence decisions, may be accepted. If in doubt, employees are obligated to obtain their supervisor's permission before accepting any advantage or benefit.

2.3 AVOIDING CONFLICTS OF INTERESTS

The business decisions we take are exclusively in the best interests of our company. Private interests and the interests of the company must be separated. Persons or companies with whom SMS group has business relations may only be contracted by employees for private purposes in compliance with customary market terms and conditions. Before taking up any paid secondary activity, you must inform and agree this with the Human Resources department.
In the case of conflicts of interest, the supervisors must be informed in order to work together on resolving the situation.

2.4 EXPORT CONTROL

We are committed to the objectives and values of international export control. We undertake to ensure that our business activities comply with all applicable embargo and export control regulations. To guarantee this, we expect you to know and comply with internal processes relating to the export of goods and, in case of doubt, to obtain advice from the Export Control Officer.

2.5 PREVENTION OF MONEY LAUNDERING

As a trader of goods, we comply with our legal obligations to prevent money laundering. We do not get involved in transactions that are used to conceal or integrate criminal or illegally acquired assets. We expect you to be attentive at all times with regard to the warning signs of money laundering. High cash transactions, in particular, are prohibited. If there is a suspicion of money laundering in unusual transactions, the Compliance department must be informed and consulted.

3. OUR TREATMENT OF EMPLOYEES

3.1 SAFETY, HEALTH, AND PROHIBITION OF CHILD AND FORCED LABOR

We are responsible for all our employees. The protection of the life and health of all employees is our number one priority. It is the task of all employees to avoid hazards at the workplace and to eliminate or reduce any hazards identified as far as possible.
Furthermore, we reject any form of child or forced labor and respect the personality and rights of every employee.

3.2 PROHIBITION OF DISCRIMINATION, HARASSMENT AND BULLYING

We do not tolerate any discrimination within our group of companies. All employees are treated equally by their colleagues and supervisors, regardless of in particular their ethnic background, skin color, gender, religion, national and social origin, personal circumstances, health, or age. Every employee has equal opportunities. As to discrimination, we will not tolerate harassment or bullying.

4. OUR TREATMENT OF COMPANY PROPERTY, RESOURCES AND DATA

4.1 PROTECTION OF CORPORATE ASSETS

We treat the company's assets with care and use company property for business purposes only. All employees are obliged to be careful with company property entrusted to them and to protect it against loss, damage and theft.

4.2 PROTECTION OF INTELLECTUAL PROPERTY

We safeguard our technologies by means of patents, copyrights, trade secrets, and other industrial property rights ("intellectual property"). We expect you to protect our intellectual property, amongst other things, by complying with our internal technical, organizational, and legal protective measures. Any use of intellectual property is only permitted within the scope of your work. In particular, you are responsible for ensuring that information in connection with our intellectual property is disclosed to third parties only after the relevant non-disclosure agreements have been concluded.
In the same way in which we protect our own intellectual property, we also respect the intellectual property of others. The intellectual property of third parties must be treated confidentially. It may only be disclosed to colleagues who absolutely require such confidential information to fulfill a specific purpose.

4.3. ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

We regard environmental and climate protection as an important corporate policy objective. The focus of what we

I have received, read and understood the Code of Conduct and will abide by the same.

Signature of Employee

do is also on our responsible and long-term commitment to the environment and to the climate as a central guiding principle. We are aware of this special responsibility and commit to protect and preserve our natural resources. We are all called upon to continuously reduce the environmental and climatic impact of our company and products and thus make a major contribution, together with our customers, to the decarbonization of the industry.

4.4. DATA PROTECTION

We protect the personal data (information on the personal or material circumstances of an identified or identifiable natural person) of our employees, customers, and suppliers, in particular. The personal data of individuals may only be collected, processed, and used in accordance with the relevant statutory provisions and company regulations. It must always be treated as confidential and protected against access by unauthorized third parties. If you are in doubt or have any questions, contact the responsible data protection officer.

5. COMPLIANCE WITH THE CODE OF CONDUCT

We must consistently align our conduct in our everyday working lives with the principles stated in this Code of Conduct. If you are in doubt or have any questions, contact your supervisor or the Compliance department who will provide guidance and support. An additional source of guidance with regard to permissible conduct may be a person's own "inner compass" when answering the following questions:

- Is my conduct legal?
- Does my conduct reflect the values of the company?
- Is my conduct in the interest of the company?
- Would I agree to this being reported in the press?
- Would I assume personal responsibility for this?

.

Furthermore, it is crucial that any violations of the rules are identified internally at an early stage, clarified, and remedied. You can all make a contribution here by confiding in your supervisor or the Compliance department if you have any suspicions.

In addition, we offer not only you but also our customers, suppliers and other business partners a secure whistleblowing system to draw attention to possible compliance violations. The whistleblowing system improves and professionalizes our Compliance Management System. At the same time it enforces legal requirements. In this way, information can be passed on also anonymously, 24/7, worldwide.

You can access the whistleblowing system via our website or directly via the following link:

https://www.bkms-system.com/sms-group

I have received, read and understood the Code of Conduct and will abide by the same.

Signature of Employee

Annexure – IV

INVENTIONS MADE BY THE EMPLOYEE

INVENTIONS MADE BY THE EMPLOYEE

The employee shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to him either alone or in conjunction with any other person during his employment with the Company, with the exception of inventions which he/she knows to be not applicable to the field of activity of SMS group of Companies.

The employee shall inform the Company at the commencement of his employment with the Company of all inventions previously made by him, which he is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

The Company will be free to adopt any of the employees inventions disclosed at the commencement of his employment with the Company and conceived during his employment with the Company and to assign to others the right to adopt it. The Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

The employee shall on the request of the Company execute any necessary assignments, application form or other documents necessary for obtaining any protection right, which the Company will choose and he shall assist the Company if called upon to do so, to obtain at the Company's cost, such protection right.

The employee shall treat all information relating to any such invention as confidential and disclose it only to his superiors or any such other person as his superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.

I accept the above conditions as condition of my employment with SMS India Private Limited and undertake to abide by them while I remain in the employment of the company.

I confirm and accept the above

Signature of Employee

AXIS BANK

AXISB/HR/REC/CO/ABSoJ/ 99426

19 October 2022

Sachin Singh
Bhusawal, Maharashtra
7507996961
sickbat7@gmail.com

LETTER OF ADMISSION TO SCHOOL OF JAVA PROGRAM POWERED BY MANIPAL ACADEMY OF BFSI

Dear Sachin,

1. This is in reference to your application to the School of Java Program, powered by Manipal Academy of BFSI for an 8-weeks (7 weeks of online training and 1 week of live online project) training program.

   We take immense pleasure to inform that subsequent to the selection process, you have been selected for the said program.

   Your admission to the School of Java Program will be subject to the following conditions:

   a) Fulfilling the prescribed eligibility criteria i.e. should be a B.E/B.Tech or equivalent graduate of 2018, 2019, 2020, 2021 or 2022 batch with less than 2 years of work experience and age not exceeding 28 years.

   b) Satisfactory background verification reports from an authorized agent of the Bank.
   (The certificates/documents/information submitted by you shall be deemed to be material for the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation/suppression of facts).

2. Manipal Academy of BFSI will issue a Certificate of completion to candidates who successfully completes the 8-weeks training program.

3. After successful completion of the 8 weeks training program which includes (7 weeks of online training and 1 week of live online project training), you will be appointed in the Bank in the grade of Deputy Manager with an annual CTC (Cost to Company) of **Rs. 6.00 Lakhs** per annum. **Annexure A. You are requested to please read the same carefully**.

4. Successful completion of the School of Java Program implies fulfilling the following conditions:
   a) Completion of the 8 weeks of online/classroom training - 7 weeks of online training, 1 week of live online project training.
   b) Satisfactory conduct throughout the training program as per the Code of Conduct prescribed by Manipal Academy of BFSI & Axis Bank.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting and your exact compensation breakup. All students after successful completion of the course will be awarded the “CERTIFICATE OF COMPLETION” from Manipal

Academy of BFSI. Accordingly, they will be absorbed in the Bank in the role of **'Deputy Manager'** and can be posted at any location in India as per Bank's discretion.

5. The course fees payable to Manipal Global, for this 8-week online training, is Rs. 99,000 (Rupees Ninety nine thousand) plus taxes as applicable. The said fees will be payable to Manipal Academy of BFSI in two parts as per the schedule advised (Refer to Annexure B)

   The program fee includes 7 weeks of online training + 1 week of online project training but excludes application fee, cost of the laptop on actuals and any other expense.

   Please note that the course fee is paid towards the School of Java program to Manipal Academy of BFSI and not to Axis Bank for getting a guaranteed job. Also, note that no refund of the course fees will be permissible under any circumstances if the candidate decides to leave after enrollment, as notified by Manipal Academy of BFSI.

6. All students are required to pay INR 5,000 as registration fee on successfully clearing interview round with Axis Bank, which is non-refundable. Post this, they have to pay the Balance Program Fees of INR 111,820 (Balance Program Fees Inclusive of 18% GST) before the commencement of the 18 weeks training program. The program fee will not be refunded to you.

7. As a part of the Axis Bank's School of Java Program, **the Code of conduct and Rules of the Program** will be binding on you. These will be applicable to you during the entire course of the program.

8. **An e-copy** of the Student Handbook will be provided to you. The Important rules that govern your learning are explained therein. Any other applicable rules will be displayed on the **virtual notice boards** for the students during the training. During the 8 weeks of online training, any acts of indiscipline/misconduct shall attract suitable Disciplinary action including dismissal from the course.

9. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required marks/credits as stipulated within the 8 weeks of course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

10. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to Manipal Academy of BFSI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a **scanned** copy of the Admission letter duly signed by you, on or before joining the 8 weeks online training program, powered by Manipal Academy of BFSI, Bangalore.

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,



Anand Bardhan
Deputy Vice President
Human Resources

Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program)

Annexure A: Grade & Compensation Breakup

AXIS BANK - CTC & EMOLUMENTS - DEPUTY MANAGER (MUMBAI)			
Compensation	**ANNUAL (Rs.)**	**MONTHLY (Rs.)**	
Basic	1,77,720	14,810	
Basket of Allowances	3,13,152	26,096	
Statutory Bonus	16,800	1,400	
Provident Fund	21,600	1,800	
Gratuity*	8,520	710	
Location Pay	62,208	5,184	
Fixed Pay	**6,00,000**	**50,000**	
Target Variable Pay	55,000		
Total Pay	**6,55,000**		
Group Mediclaim and Term Life Insurance	12,488		
Loan benefits	78,444		
Total Pay + Benefits	**7,45,932**		
Location Pay			
Location Pay dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.			
Gratuity*			
You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.			
Provident Fund			
The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited			
Other Benefits			
Loan Eligibilities			
Type & Purpose of Loan	**Eligibility**	**Loan Amount (in Rs.)**	**Interest Rate**
Housing Loan (for purchase of New/Resale residential property)	Upon Confirmation	25,00,000	4% (Compound Int.)
Vehicle Loan (for purchase of vehicle)	Upon Confirmation	2,00,000	6% (Simple Int.)
Note: Loan benefits cannot be encashed if not availed			
Insurance Details			
Type of Insurance	**Insurance Cover (in Rs.)**		**Remarks**

Group Mediclaim Insurance Policy	4,00,000	Employees will be covered under the Bank's Group Mediclaim Insurance Policy along with a maximum of 3 of dependents (spouse/kids/dependent siblings). Two additional dependents (parents/In-laws) can be added at a non-refundable premium.
Group Term Life Insurance Policy	60,00,000	Only employee is covered, a part of the annual premium is borne by the employee
The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfilment of requirements of the Insurance Company		
Variable Pay		
Variable Pay (as applicable)**	Performance linked Variable Pay/ ESOPs will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance. Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable.	

Annexure B: Steps for your joining the School of Java Program

Step 1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. Repayment of the loan starts after you start earning.

Course Fee structure is appended below for your reference

Term	***Fee Components***	***Fee***	***GST***	***Total***	***Payment Schedule***
1	Registration Fee	5000	-	5000	Once the candidate clears the interview round with Axis Bank
2	Remaining Program Fee	111,820	Inclusive of GST	111820	In Advance, on or before the Commencement of 8 weeks training program.
	Total Fee	***116,820***		***116,820***	

*the total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

Step 2**: Acceptance of the Admission Letter**

- Kindly submit the accepted copy of this admission letter before joining the 8-week training program by **21-10-2022**

Step 3: **Initiation of Pre-joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the medical fitness declaration and background verification process. The bank will be advising you the details on your registered e-mail ID.

Step 4: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

Step 5**: Commencement of the Program**

- The program will start in November tentatively.

Step 6: Please refer to the Instruction before starting the 8 weeks online training program and instructions given for Self-Funded/Education Loan candidates.

21-22

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2329702

Letter of Intent ("LOI")

Dear Sanskar Mudholkar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.** , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Sanskar Mudholkar
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

2021-22

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi - 110019, India.
www.hcltech.com

Offer Release Date: October 14, 2022

Dear Jugnake Shrikant Lahoo,
96, Siddeshwar Nagar, Maharashtra,
Maharashtra, India, 445001

Sub: Offer and Appointment letter –Graduate Engineer Trainee

Dear **Jugnake Shrikant Lahoo,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd.-IOMC** ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as [**Graduate Engineer Trainee** in band **E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **October 20, 2022 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to your being flexible towards your placement in **HCL Technologies Ltd.-IOMC**. Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 425000 per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com

As confirmation of your acceptance, please send an email at HCLB-SchoolRelations@hcl.com within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by **HCL Technologies Ltd.-IOMC** will stand withdrawn without any liability.

As confirmation of your acceptance, please send an email at eschoolinfra@hcl.com within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter noted to you by HCL shall stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.-IOMC

Amrita Das
Senior Vice President
Head-Global Rewards

HCL Confidential

Signature of Employee:

GL08-FM-PD-060

Date: 05-Jul-2022

Suyog Gopal Vyas

Address: Near Santoshi Mata Mandir Ganjward Gondia-441601

Dear Suyog,

Subject: Offer of Employment with India- GlobalLogic India Private Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Trainee Software Engineer**, **Engineering** (**TE00**) at **India- GlobalLogic India Private Ltd.** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Bangalore** and work from **Bangalore**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **11-Jul-2022**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, & other details on the day of joining as per details mentioned in Annexure 2.

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets and degree certificate within the training period of 6 months and will be confirmed as a regular employee upon successful completion of your training period and submission of your Degree documents to GlobalLogic. 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 our discretion.
8. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.
9. During this training period either party can terminate this Employment by giving a minimum 30 (thirty) days of notice to the other party.
10. The employment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct/performance issues or any activity which GlobalLogic finds against the interest of the organization.
11. You shall be following normal business hours as per the Company's Working Hour Guidelines available in our Intranet site. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours or business requirements/exigencies from time to time. While working on projects overseas and onshore projects working hours and notified holidays of the client location will apply.
12. This offer letter is subject to further condition that:
    a. Your employment is subject to your approval and signing of our Non-Disclosure Agreement (NDA) at the time of joining.
    b. This offer is valid up to **subject to your joining GlobalLogic on or before 11-Jul-2022**

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

c. By accepting this offer, you are expressing your consent to share the BGV report with third parties including but not limited to Clients of GlobalLogic with whom you can be deputed to work from time to time.

d. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

13. Your confidentiality obligations are as detailed below:

a. You must not use or disclose to any person any confidential or other potential business transactions, information relating to Company and its Clients business (including, without limitation, computer programs, manuals, source code, object code, technical drawings and algorithms, supplier or potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge during the course of your employment. The aforementioned information shall collectively be referred to as "Confidential Information".

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

REF Code

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at respective location. You are requested to report to our office situated at (GlobalLogic India, **Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India**) at 9:30 am.

For **India- GlobalLogic India Private Ltd.**



Vidya V Shetty
Associate Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **11-Jul-2022**.

Date:

Signature:

Suyog Gopal Vyas

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GlobalLogic®
A Hitachi Group Company

GL08-FM-PD-060

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GL08-FM-PD-060

Annexure – 1

Salary Structure	
Name: Suyog Gopal Vyas	Designation: Trainee Software Engineer
Grade/ Band: TE00/ Band X	WEF: 11-Jul-2022
Location: Bangalore	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	21,875
House Rent Allowance	10,937
Mobile Reimbursement*	0
Broadband/Internet Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus (As per Payment of Bonus (Amendment) Act, 2015	0
Special Allowance	9,138
Total Monthly (A)	**41,950**
Total Monthly Annualised (B)	**5,03,400**
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	21,600
National Pension Scheme~	0
Total Annualised (C)	21,600
Total Fixed Annual Gross Salary (B + C)	5,25,000
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	12,620
Mediclaim Insurance of Rs. 3 Lacs	17,365
Total of Section B	29,985
Total CTC (Section A + B)	**5,54,985**

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance - Two Times of CTC with Capping of Minimum Sum assured of 10 Lakhs and Maximum upto 1.20 Cr. more details will be shared at the time of joining*
2. *Group Personal Accident Insurance worth Rs. 5 Lacs*

** On declaration and subject to bills.*
*** Against Declaration & meal coupons issued upon completion of the month.*
 # Against bills
~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

For **India- GlobalLogic India Private Ltd.**

Vidya Shetty

Vidya V Shetty
Associate Vice President,People Development

Confidential/Ver 1.0

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GL08-FM-PD-060

Annexure – 2

As part of the joining process, you are expected to get originals, for verification, of the following documents:

1. Personal Data:
    a. Passport
    b. 9 Photographs (Passport size)
    c. PAN No. Details. In case of non-availability of PAN, photocopy of application.
    d. Mark Sheets and Certificate of Class X & Class XII
    e. Graduation Certificate/ Provisional Graduation Certificate
    f. Mark sheets for all semesters during Graduation
    g. Mark sheets and Certificates of Diploma(s)
    h. Mark sheets and Certificates of any training(s) attended
    i. Any other additional diplomas/certificates
    j. AADHAR Card

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GL08-FM-PD-060

Annexure – 3

Name: Suyog Gopal Vyas

Address: Near Santoshi Mata Mandir Ganjward Gondia-441601 **Date- 05-Jul-2022**

Ref : Offer Letter dated 05-Jul-2022

You have been offered a position of a **Trainee Software Engineer, TE00** vide an Offer Letter dated **05-Jul-2022** and your date of joining with GlobalLogic India Pvt. Limited ("GlobalLogic/ Company") was stated to be **11-Jul-2022**.

Due to extra ordinary situation prevailing in the Country because of the pandemic of Covid-19, we will be facilitating your joining remotely with the Company. However please note that this joining will be subject to following conditions and to your reporting and physical document verification at the GlobalLogic Office as and when specified and communicated to you by the Company at a later date.

The following are the conditions for your remote joining:

1. As you would be joining the Company remotely we would be implementing the standard joining protocols once you physically report to the Company office. For this remote joining, you have to submit copies of all the requisite documents by email or any other medium as specified. Originals of the same shall be verified later.
2. Your remote joining to the company is subject to all applicable laws including but not exclusive of The Employees' Provident Funds Scheme, 1952 and any other labour laws, regulations or guidelines and directions.
3. Where there is a dispute by any Authority with regard to your date of joining the Company, the Authority shall have the final right to determine such date of joining.
4. You will be issued an Appointment Letter after you physically report and complete the standard joining formalities of the Company. The terms and conditions set out in the Appointment Letter shall override this joining letter.
5. You may be issued Company asset (for example: Laptop, Dongle, USB Drive or any other such device or effect), you shall take care of the same as if it was your own. You shall be held liable for any damage or loss of the Company Asset/ property and the same may be deducted from your payables from the Company.
6. You will be expected to conform with all joining formalities and standard protocols once you physically report to the Company. However all applicable policies and processes shall become effective on you once you complete this remote joining processes. You may connect with your team, manager or your HR contact to get more details about such polices and processes.
7. You will adhere to all applicable IT Security Guidelines as set out by the Company. If you need any assistance in this regard you may contact the following **it-helpdesk@globallogic.com**.
8. You will also be subject to the standard Non-Disclosure Agreement (NDA) and confidentiality obligations of the Company. A link for this NDA shall be shared with you. Your remote joining will be conditional to the acceptance of this NDA.

Looking forward to a mutually beneficial association with you.

Cordially,

Vidya Shetty.

Vidya V Shetty
Associate Vice President,People Development

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

GL08-FM-PD-060

Undertaking:

I have read and understood the above terms and conditions of this remote joining letter and I agree that if I am unable to physically report or pass the document verification check at the time of my physical reporting, the Company reserves a right to terminate my employment forthwith.

I agree to remotely join the Company on **11-Jul-2022** and will physically report to the Company premises as and when informed by the Company officials.

Date:

Signature: _____

Mailing Anjaneya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli Bengaluru 560008, India

Registered 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.80.4257.6000
Fax | 91.80.4257.6002

Web | www.globallogic.com
Mail | info@globallogic.com

CIN U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

2:53

4G 55

Deloitte Risk & Financial Advisory | Get Ready For A #OnceInAGreenDot Onboarding | Important Guidelines Below

Inbox

u

USI Advisor... 13 Dec 2022

to

Risk & Financial Advisory I December, 2022



2:53 4G 55

Hello Candidate,

Trust you are keeping well and staying safe.

As we prepare to onboard you, please keep the following guidelines in mind:

1. You are expected to report/be available at your **Assigned Office Location mentioned in your Offer Letter**, i.e., **Hyderabad** before **January 16, 2023**

2. Basis eligibility as determined by organisation guidelines; a **one-time pay-out** might be extended to you with your first month salary to support your **transition/relocation** to Assigned Office Location. Please note **no** Guest House accommodation would be provided

3. You will have the **mandatory** '*Organisation specific* Orientation'/Onboarding Formalities at your Assigned Office Location in-person starting at **07:00 AM** on the below date:
    a. **Organisation Orientation (DLaunch): January 16,**

2:53 4G 55

3. You will have the **mandatory** '*Organisation specific* Orientation'/Onboarding Formalities at your Assigned Office Location in-person starting at **07:00 AM** on the below date:
    a. **Organisation Orientation (DLaunch):** January 16, 2023

4. Your **Deloitte-Laptop** would be provided to you during your Day 01/Date of Joining at your **Assigned Office Location**. Please keep a tab on your primary email IDs for more details

5. You will have the **mandatory** '*Risk and Advisory New Hire Orientation (NHO)'* in **Hyderabad** on the below date:
    a. **Risk & Advisory NHO:** January 18, 2023

Request to please start planning for your travel to **Assigned Office Location mentioned in your Offer Letter**, i.e., **Hyderabad** at the earliest.

We hope you're as excited to launch your career with us, as we are to onboard you. Deloitte prides itself on the flexibility it offers to its professionals; and understands the importance of in-person interactions

2:53 4G 55

details

5. You will have the **mandatory** *'Risk and Advisory New Hire Orientation (NHO)'* in **Hyderabad** on the below date:
   a. **Risk & Advisory NHO:** January 18, 2023

Request to please start planning for your travel to **Assigned Office Location mentioned in your Offer Letter**, i.e., **Hyderabad** at the earliest.

We hope you're as excited to launch your career with us, as we are to onboard you. Deloitte prides itself on the flexibility it offers to its professionals; and understands the importance of in-person interactions and how it elevates our **signature experience**.

Looking forward to following your **#OnceInAGreenDot** career journey with us, as you continue to **make an impact that matters**!

Thank You

Yours Truly
Campus Talent Acquisition Team

2021-22

bitwise

Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune - 411 016, India

+ 91 20 40102000
bitwiseglobal.com

CIN: U72200PN1997PTC015155

OFFER OF EMPLOYMENT

Aug 16, 2022

To,
Vaibhav Choudhari
Neharu Ward
Tirora
Gondiya, Maharashtra - 441911

Position offered: Trainee Programmer

Hi **Vaibhav,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune - 411 016, India

+ 91 20 40102000
bitwiseglobal.com

CIN: U72200PN1997PTC015155

Compensation Details

Your annual CTC will be ₹4,00,000/- (Four Lakhs Only) P.A.TDS will be deducted as applicable.
The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	188004	15667
HRA	75204	6267
Transport Allowance	37596	3133
Special Allowance	15996	1333
Medical Allowance	37596	3133
Gross	354396	29533
Bonus	24000	0.00
Company contribution to PF	21600	1800
CTC	4,00,000	31333

*Bonus will be paid proportionately during **2023** Diwali.

Your employment will be effective from **Aug 18, 2022.** However, this offer is contingent upon completion of a successful reference& background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,

Rupali Veerkar
VP - HR

adani
Electricity

TAP/2021/S/68/01

AEML/HR/2022/GET/028
18.05.2022

Sachin Rameshwar Bansode
Electrical
Shri Sant Gajanan Maharaj College of Engg, Shegaon.
Shegaon

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Sachin,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.
You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.

2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.

3. The detailed breakup of the CTC is given as per Annexure-A.

4. For the first two annual performance cycles, your CTC will be changed solely on the basis of merit increases based on your performance appraisal. Offered CTC will not change (increase or decrease) on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B)

5. Other terms and conditions for this job offer are enclosed in Annexure-B.

6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LoI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.
For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

18.05.2022

Annexure A

Name Sachin Rameshwar Bansode

Salary Components	Monthly	Annual
Basic Salary	Rs. 22,500	Rs. 270,000
House Rent Allowance	Rs. 11,250	Rs. 135,000
Special Personal Allowance	Rs. 12,468	Rs. 149,613
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,700	Rs. 32,400
Gratuity (As Per Act)	Rs. 1,082	Rs. 12,987
Variable Pay	Rs. -	Rs. -
Cost To Company	**Rs. 50,000**	**Rs. 600,000**

Taxes on the above shall be borne by the employee.

Choice Pay Components	Maximum Limits (pm)	Maximum Limits (pa)
HRA	50% of Basic	50% of Basic
Fuel & Maintenance	Rs 17000/-	Rs 2,04,000/-
Food coupons	Rs 2600/-	Rs 31200/-
Gift vouchers	Rs 417/-	Rs 5000/-
LTA	2 months basic	2 months basic
Children Education Allowance (CEA)^	Rs 200/-	Rs 2400/-
Children Hostel Allowance (CHA)^	Rs 600/-	Rs 7200/-
Superannuation	Rs 12500/-	Rs 150000/-
Employer's Contribution towards National Pension System (NPS)	10% of Basic + DA	10% of Basic + DA

^ This is maximum, considering 2 children.

For Adani Electricity Mumbai Limited

Authorised Signatory
Sanjeev Muramkar

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

18.05.2022

Annexure B

General Terms & Condition

1. INCREMENTS

Increment and promotion are entirely merit-based, depending on your performance and abilities and shall always be dependent on the sole discretion and judgment of the Management of the company.

2. STATUTORY AND OTHER BENEFITS

You will be eligible for various benefits such as leave, provident fund & Gratuity (as per the Act) etc. as per the policies of the Company as per your grade/level as amended from time to time. As per policy, you will be covered under Group Personal Accident insurance and Group Mediclaim schemes.

3. ACCOMMODATION

You will be responsible for your accommodation unless otherwise agreed by Company in writing in Annexure-A.

4. STATUTORY AND ANY OTHER DEDUCTIONS

All statutory deductions in respect of Professional Tax, Income tax and employees' contributions of PF / Pension Fund and ESI (if applicable) will be affected by the salary payable to you.

5. NO CONFLICT

You will devote full time to the work of the company and shall not undertake any direct/indirect business or work, honorary or remunerative, except with the permission of the Management.

Also, you shall not seek membership in any local or public bodies without first obtaining written permission from the management.

6. WORK LOCATION AND TRANSFERABILITY

Your place of appointment will be at present at «Mumbai». However, you are liable to be transferred to another department, post or place whether in existence or coming into existence hereafter, either at the place of posting or at any other place where the management may establish/open its branch later on. You are also liable to be transferred to any station and in any company in which Adani Group or any of its holding/subsidiary companies have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you and you will be deemed to be in the continuity of service (unless prevented by some legal depravity) and all previously accrued social security benefits would ensue and passed on in your favour in the transferred company.

7. RULES, REGULATIONS & GOVERNANCE

During employment, you will be bound by the company's rules and regulations, framed and enforced from time to time. The company reserves the right to amend or alter these at its

discretion, without any notice thereof and these will be deemed as rules and regulations in terms of your employment.

8. MAINTAINING DIGNITY, LOYALTY AND COMPANY INTEREST

Company holds in high esteem, the dignity and respect for human rights at the workplace and expects you to adopt the humane approach in dealing with employees and stakeholders in your area of work and carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount. You will abide by the tenets of POSH policy (Prevention of Sexual Harassment at workplace) of the company in letter and spirit.

9. CONFIDENTIALITY

The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone not authorized for the same. You hereby give an undertaking that during employment you will not take out any copies whatsoever of drawings, plan specifications, reports or any written statements either prepared by you or by any other employee of the company and will not disclose, divulge or communicate to any person(s) whomsoever, any information/business data of a secret or confidential nature regarding trade or business of the company or to any of the matters mentioned above including methods, processes or appliances used by the company, failing which appropriate action would be taken, including dispensing with your services.

10. PRINT, DIGITAL AND SOCIAL MEDIA INTERACTION

You will not interact with the media - print, electronic and social media or otherwise;

i. India or overseas, during or outside work hours, either in a personal capacity or on behalf of the Company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory or those specified by the Management is prohibited.

ii. Disclosure of information on proceedings of meetings (board/ committee/ internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.

iii. You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage/ discrimination.

iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies, and processes, you must take the approval of the Management before its release.

v. Any violation of the Company's media policy, is tantamount to a breach of the terms & conditions of employment and may result in termination of the contract of service.

11. INTELLECTUAL PROPERTY RIGHTS AND IT'S OWNERSHIP

You will disclose to the Company forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall absolutely/exclusively be the property of the company. You can be directed to apply at the Company's expense for the latter's Patent, Licenses or other rights, privileges or protection in respect of any such discovery, invention, process or improvement for accrual of benefits to the company and you will execute and do all instruments, acts, deeds and things, which may be required for assigning, transferring or otherwise vesting the same and all accruing benefits in

company's favour or such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

12. NON-SOLICITATION AND NON-COMPETE

You shall not at any time during the tenure of your employment with the Company and thereafter, directly or indirectly solicit or attempt to solicit the Company's and/or any of its subsidiaries and/or its affiliates and /or group Companies' personnel to leave the employment of the Company and/or its subsidiaries and/or its affiliates. You have further agreed that you will not engage in soliciting business or allied business that in any way, similar, identical, or competitive with the business, activities, or services of the Company or with those customers with whom you may have contact during your employment with the Company and for a period of one year after your employment ceases with the company.

13. PROPER MAINTENANCE AND SAFE CUSTODY OF COMPANY'S PROPERTIES

You will be responsible for the safekeeping and proper maintenance of the company's properties and shall return in good condition and well in order, all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the estimated cost/damages of all such materials from you and to take such other action as it deems fit and proper in the event of failure to account for such material or property to its satisfaction.

14. INFORMATION TO COMPANY ON PERSONAL RECORD CHANGES

You will be responsible to communicate in writing to Management about any change of address, professional qualification or any other particulars including your family members already given by you in the application form.

15. SAFETY

The company is committed towards occupational health, safety and well-being of its employees and always strive for zero workplace injuries and occupational illness and influences employee behaviour so that safety becomes a way of life both on and off the job.

The Company requires you to comply with all health, safety and environment standards that apply to your workplace. It is expected that you shall,

i. Read, and understand the Company's Safety and Environment Policies and other Company policies.
ii. Follow all Company safety and health rules and regulations, and wear or use prescribed protective equipment while working
iii. Follow safe work practices for your job, as directed by your superior.
iv. Report any job-related injury or illness to your supervisor, superior or safety committee.
v. Report hazardous conditions to your supervisor, superior or safety committee.
vi. Be accountable for your safety performance.
vii. Be obliged to stop a job or decline to perform a job if it is not safe or cannot be performed safely.

16. SMOKING

i. Smoking is discouraged and prohibited in all open areas and buildings of the Adani Business Sites / Locations except in areas that are specifically designated as smoking areas.

ii. Any contravention of the smoking rules will result in strict disciplinary action.

17. SUBSTANCE ABUSE

i. Unauthorized possession, distribution, consumption, dispensing or misuse of substances (banned drugs, tobacco, gutka, pan masala etc.) and alcoholic beverages, are in violation of Company regulations and is prohibited whilst on the duty of the company.

ii. Employees violating this policy will be subject to strict disciplinary action up to and including termination of employment.

18. POSSESSION OF DANGEROUS WEAPONS

Irrespective of any license granted by any authority, whether on duty or not, you are not permitted to carry firearms or other weapons when on company premises and are liable for instant dismissal if you do so. Only authorized personnel are permitted to carry the Weapons within the company premises.

19. CODE OF CONDUCT

You will abide by the code of conduct of Adani Group which you will read and sign separately.

20. ARBITRATION CLAUSE FOR RESOLUTION OF DISPUTES

Any controversy or claim arising out of or relating to this contract of appointment, or the breach thereof, shall be settled by arbitration administered by the Indian Arbitration and conciliation Act 1996. The number of arbitrators shall be [one or three]. The place of arbitration shall be at Ahmedabad (Gujarat).

21. JURISDICTION

Any dispute arising out of this contract of employment will be subject to the jurisdiction of the court of law at Ahmedabad in the state of Gujarat.

22. AGE OF SUPERANNUATION

You shall superannuate/retire from service upon completion of the age of 58 years, which is presently the age of superannuation/retirement in the Company. However, the company may grant an extension of service after attaining the age of superannuation, if you are found physically fit and based on the requirements of the company.

23. Probation Period

There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 3 months of notice.

24. SEPARATION

i. Your services can be terminated by giving 60 Days notice or basic salary in lieu thereof from either side.

ii. However, if the exigencies of work are so required, the management may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the management to accept your resignation with effect from any date earlier than the one offered by you in your resignation or stipulated as per terms of your notice period.

iii. In the event of your elevation to a higher level by the company, the notice period and all rules and regulations applicable in that new level will be applicable to you.

adani
Electricity

iv. The company reserves its rights to terminate your services without notice or payment of any kind in lieu of notice or holding of enquiry in case of any act of misconduct, moral turpitude or loss of confidence/conviction by a court of law in criminal case, financial irregularity. continued ill-health/ incapacitation including loss of efficiency or breach of any of the terms of this employment implied or expressed on your part or any act or conduct or any altercation with superior/colleagues, indulging in act/acts of sexual harassment against anyone which is detrimental to company's interests. This is without prejudice to any other right or remedy which may be available to the company.

A. HANDING OVER COMPANY'S PROPERTY & DOCUMENTS ON CESSATION OF SERVICE

You are obligated to hand over the charge of Letter of Authority or Power of Attorney or any other instrument in your favour issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company.

B. NO DUES CLEARANCE

On your separation from the company due to any reason, you shall clear all the dues of the Company promptly and if at the time, any sum remains outstanding, the company shall have the right and your standing/consent/authority to deduct the same from amounts due and payable to you.

25. CONTINUOUS ABSENCE ON WORK WITHOUT NOTICE

Should you remain continually absent from work without reasonable explanation, including absence when on leave though applied but not granted or overstay of leave for more than seven consecutive days, it shall be presumed that you are no longer interested in having lien on the job of the company and have voluntarily abandoned your employment thereby terminating your contract of service. In such case, you will not be entitled to any notice period salary and separation compensation as you are presumed to have voluntarily terminated the contract of employment.

26. MEDICAL CHECK-UP AND FITNESS

i. Your employment is subject to your having been found medically fit at the time of your appointment and remaining fit thereafter.
ii. During your work, you may be required to undergo medical tests for fitness to work, including tests for detecting the presence of drugs or alcohol. These tests are intended to aid in protecting the health and well-being of individuals and their co-workers. They are designed to complement safe working practices.
iii. if you refuse to submit to a prescribed test, or if the medical evaluation results are not satisfactory, you will be required to stop work that may be endangering your health and safety, the health and safety of other employees, or the proper functioning of the workplace.
iv. In such cases before discharge from service, a reasonable period of time will be allowed to seek other employment.

27. REFERENCE & BACKGROUND VERIFICATION

This appointment is subject to acceptable feedback from references and data provided to the company about your qualification and experience. The background check shall be executed vide your background verification form and Information Release Form. In case, the information so provided by you in your forms or otherwise is found to be incorrect, the company shall have the right to dispense with your services forthwith without any notice and reserves the right to take legal action against you for providing false information to the company.

adani
Electricity

«18.5.2022»

Annexure C

Name	Sachin Rameshwar Bansode

We request you to provide us with the following personal information for maintaining your service record file as applicable.

1. All Qualification Certificates and Mark Sheets (S.S.C. & above - Attested Copies & Original Copy for Verification)
2. Copy of Aadhar Card & PAN Card (Mandatory)
3. Permanent Address Proof
4. Passport Size Photographs: 3 nos.
5. Past employer relieving and experience certificate (if any)

You are requested to bring these documents at the time of your joining.

IMPORTANT:
Please declare immediately by filling Annexure D, if you are suffering from any disease or disorder or you are currently under any medical surveillance. You will be subject to screening for presence of alcohol and / or drugs either for pre-employment or on a random basis.

Self-Declaration:
I will submit all relevant copies of documents against each item that I require to submit at the time of joining the company. I declare that all the dates and records which will be furnished are correct and true. In the event of any false representation of facts and records, I consent to abide by the decision of the management including forgoing my employment offer.

Accepted:
Sachin Rameshwar Bansode
Date: _____
Place: _____

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Motor Devices Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999MH2000PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

«18.5.2022»

Annexure C

Name Sachin Rameshwar Bansode

We request you to provide us with the following personal information for maintaining your service record file as applicable.

1. All Qualification Certificates and Mark Sheets (S.S.C. & above - Attested Copies & Original Copy for Verification)
2. Copy of Aadhar Card & PAN Card (Mandatory)
3. Permanent Address Proof
4. Passport Size Photographs: 3 nos.
5. Past employer relieving and experience certificate (if any)

You are requested to bring these documents at the time of your joining.

IMPORTANT:
Please declare immediately by filling Annexure D, if you are suffering from any disease or disorder or you are currently under any medical surveillance. You will be subject to screening for presence of alcohol and / or drugs either for pre-employment or on a random basis.

Self-Declaration:
I will submit all relevant copies of documents against each item that I require to submit at the time of joining the company. I declare that all the dates and records which will be furnished are correct and true. In the event of any false representation of facts and records, I consent to abide by the decision of the management including forgoing my employment offer.

Accepted:
Sachin Rameshwar Bansode
Date: _____
Place:_____

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

PASTE YOUR RECENT PASSPORT SIZE PHOTOGRAPH

Annexure-D

Self-Declaration

PERSONAL DETAILS:

(First Name) (Middle Name) (Surname/ Last Name)

_____

Gender (male / female): _____ Age (Years): _____

Post Applied for: **GRADUATE ENGINEER TRAINEE (GET)**

Height (cm):_____ Weight (Kg):_____ Blood Pressure:_____

PREVIOUS EMPLOYMENT: Yes / No (If yes specify)

#	Company Name	Nature of Work	Duration (in years)

PERSONAL HABITS:

	YES	NO
Smoking		
Tobacco Chewing		
Alcohol		
Any Other (Please specify)		

MEDICAL HISTORY:

DISABILITY: Yes / No

(If yes specify the details and disability % if certified)

.....

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

VISION:

Acuity of Vision:
Are you using Spectacles / Glasses: Yes / No (If yes specify power below)

Right Eye: _____ Left Eye: _____

Colour Vision:
Color Blindness: Yes / No (If yes pls mention details below)

_____

PAST HISTORY:

Any illness / injury / accidents / hospitalization after your last Annual Health Checkup:

Yes / No (If yes specify) _____

Any illness / injury / accidents in past: Yes / No (If yes specify)

_____

Any job-related disease and / or injury: Yes / No (If yes specify)

_____

Terminated or Rejected on medical grounds: Yes / No (If yes specify)

_____

IMMUNIZATIONS:

COWIN Vaccination	Yes	No
COVID Vaccine 1st Dose		
COVID Vaccine 2nd Dose		
Booster Dose		

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

adani
Electricity

RECENT HISTORY:

On medication for following (Answer Yes or No.)

Details	Yes	No
High Blood Pressure (Hypertension)		
High Blood Sugar (Diabetes)		
Heart Disease		
Kidney Disease		
Tuberculosis		
Chronic Lung Disease		
Ear Disease		
Hearing Problem		
Fainting, Fits, Epilepsy, Dizziness		
Any mental disorder		
Hepatitis B		
Any liver disorder		
Cancer		
Stroke or Brain problem		
Any Other, please specify		

I declare that the above statements are true and complete to the best of my knowledge and belief. In case this information is found to be false by the company, then the company reserves the right to terminate my services without giving any notice. I agree that the results of this medical examination in general terms may be revealed to the company if required. I also fully understand that in case I am declared medically unfit due to any reason, I shall not be entitled for the employment in the company. However, the decision taken by recruitment committee about my medical fitness will be final and binding to me.

.....

Sachin Rameshwar Bansode

(Signature of Candidate)

Date: .....

Adani Electricity Mumbai Ltd
(Formerly Reliance Electric Generation & Supply Ltd)
CTS 407/A (New), 408 Old Village
Eksar Devidas Lane, Off SVP Road, Borivali (W)
Mumbai 400 103, Maharashtra, India
CIN: U74999GJ2008PLC107256

Tel +91 22 3009 9999
Fax +91 22 3009 8852
info.mumbaielectricity@adani.com
www.adanielectricity.com

Registered Office: Adani House, 56, Shrimali Society, Nr. Mithakhali Six Roads, Navrangpura, Ahmedabad, Gujarat 380009, India.

TAP/2022/5/19/1

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1701049

Letter of Intent ("LOI")

Dear POOJA DESHMUKH,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1701049**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1701049**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1701049**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

POOJA DESHMUKH
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

POOJA DESHMUKH
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

TAP/2022/5/69/1

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1690902

Letter of Intent ("LOI")

Dear Sachin Gaikwad,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1690902**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1690902**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1690902**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

apgemini
ormerly
1, IT 2
avi Mu
el: +9
ww.c

Sachin Gaikwad
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

TAP/2022/8/12/03

wipro

APPOINTMENT LETTER

April 30, 2022

Dear Manjusha Ingle,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Manjusha Ingle, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Manjusha Ingle **Career Group: TRB - II**

Position: Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:
   a. you being "active" in the services of the company through to retention date as applicable
   b. your employment has not been terminated for poor performance or for cause prior to retention date
   c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax

exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Manjusha Ingle 30/4/2022 12:32 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com

India C L32102KA1945PLC020800

24492665

TAP/2022/S/31/1

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

February 17, 2022

Ms Yashashri Arun Patil
yashashripatil2000@gmail.com
Candidate Id: CN20220507

Dear **Yashashri Arun Patil,**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Mentor** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	Ms. Yashashri Arun Patil	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group accidental insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

TAP/2022/3/45/61

wipro

APPOINTMENT LETTER

April 30, 2022

Dear kanav sharma,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal I.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

lease note that at any stage, whether during your online test and/or interview process or upon joining the ompany, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear ur online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be liable to*** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Vipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid onflict between the personal interest of an employee and the interest of the company in dealings with suppliers, ustomers and all other organizations or individuals doing or seeking to do business with the company.

oted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization which has

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, uspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe vil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties vied on the employee will not be borne by the Company and the employee individually is responsible.

Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the ompany the number of securities acquired or disposed of within two trading days of the transaction if the value of the curities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a aded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to fer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to olicyclearinghouse@wipro.com.

ANNEXURE II

('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: kanav sharma

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible or payment of gratuity as per the Wipro Policy for the same.

part from the standard salary components, **Project Engineers** are also entitled to the following unique **Company enefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my ailure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate ermination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund**- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

oans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

. Voluntary Superannuation Policy (VSS)

Vipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life y planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute wards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. ou simply have to choose the scheme that suits your investment horizon and risk tolerance.

Voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service rovider (PSP) within 30 days from the date of joining the company.

Ve currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a uperannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit

transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** kanav sharma 30/4/2022 1:19 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

ipro
mited

Doddakannelli
Sarjapur
Road

Bengaluru
560 035

India

T :+91 (80) 2844 0011

F :+91 (80) 2844 0054

E :info@wipro.com

W :wipro.com

C :L32102KA1945PLC020800

24478302

महाराष्ट्र शासन
कौशल्य, रोजगार,उद्योजकता व नाविन्यता विभाग
सहसंचालक,व्यवसाय शिक्षण व प्रशिक्षण प्रादेशिक कार्यालय,छत्रपती संभाजीनगर
भडकल गेट जवळ, छत्रपती संभाजीनगर - 431 001. फोन - 0240-2364481
Website : www.dvet.gov.in, E-mail - jtdir.aurangabd@dvet.gov.in / aurangabadro@gmail.com

Regd.A.D / डाक नोंद / (ई-मेल):

क्रमांक :मविका/आस्था-३(४)/भरती/१/२०२२/आदेश/२०२४/ 932 दिनांक : 31 JAN 2024

प्रति,
श्रीमती.कांचन प्रभाकर वाकोडे,
लक्ष्मी विहार अपार्टमेंन्ट च्या मागे,
न्यु खेताननगर,कौलखेड,अकोला
पिन-४४४००४
मो.- ७५८८७६४३०२

विषय : शिल्प निदेशक (इलेक्ट्रिशिअन) पदावरील नियुक्तीबाबत.
संदर्भ: १) व्यवसाय शिक्षण व प्रशिक्षण संचालनालय, महाराष्ट्र राज्य, मुंबई-१ यांची पदभरती विषयक जाहिरातक्र.१/२०२२.
२) मा.संचालक, व्यवसाय शिक्षण व प्रशिक्षण संचालनालय, महाराष्ट्र राज्य, मुंबई यांचे द्वारे दिनांक-३१.०१.२०२४ रोजी प्राप्त झालेली उमेदवारांची शिफारस यादी.
३) या कार्यालयाची दिनांक-३०.०१.२०२४ रोजीची मंजूर टिपणी.

कौशल्य, रोजगार, उद्योजकता व नाविन्यता विभागाच्या अधिपत्याखालील व्यवसाय शिक्षण व प्रशिक्षण संचालनालयांतर्गत कार्यरत शासकीय औद्योगिक प्रशिक्षण संस्थांमधील शिल्प निदेशक पदे भरण्याकरिता प्रसिद्ध करण्यात आलेल्या जाहिरात क्र.१/२०२२ च्या अनुषंगाने प्राप्त झालेल्या उमेदवारांच्या शिफारस यादीतील श्री/ **श्रीमती. कांचन प्रभाकर वाकोडे** यांची **शिल्प निदेशक** (इलेक्ट्रिशिअन) या पदावरएस-१४:३८६००-१२२८००/- यावेतन श्रेणी मध्ये **शासकीय औद्योगिक प्रशिक्षण संस्था, माहूर जि. नांदेड** येथे खालील अटी व शर्तींच्या अधिन राहून अत्यंत तात्पुरत्या स्वरुपात नियुक्ती करण्यांत येत आहे.

गुणवत्ताक्रमांक	नांव	मूळप्रवर्ग	निवडप्रवर्ग
109	**KANCHAN PRABHAKAR WAKODE**	**OBC**	**OBC-LDS-18**

अटी व शर्ती

१. नियुक्ती आदेशाच्या दिनांका पासून ३० दिवसांच्या आत पदावर रुजू होणे आवश्यक असून सदर कालावधीत रुजू न झाल्यास हे आदेश आपोआप रद्द होतील.

२. सदर पदाकरिता महाराष्ट्र शासनाच्या नियमानुसार अनुज्ञेय असलेला महागाई भत्ता, घरभाडे भत्ता, स्थानिक पूरक भत्ता व अन्य भत्ते लागू राहतील.

३. सदर पदावर रुजू होण्याकरिता कोणत्याही प्रकारचा प्रवास खर्च/भत्ता अनुज्ञेय राहणार नाही.

पा.क्र.२..वर

४. सदर पदावर रुजू होतांना शैक्षणिक अर्हता, जन्मतारखेचा पुरावा, जात प्रमाणपत्र, जात वैधता प्रमाणपत्र, अनुभव प्रमाणपत्र इत्यादींच्या स्वसाक्षांकीत प्रतींचे २ संच सादर करणे आवश्यक राहील.

५. सदर पदाकरिता नियमानुसार आवश्यक हमीपत्र/जमानतनामा संबंधित संस्थाप्रमुखास सादर करंणे बंधनकारक राहील.

६. उपरोक्त पदावर रुजू झाल्याच्या दिनांकापासून सदर पदा करिता विहीत करण्यात आलेले सेवा प्रवेश नियम, सेवा शर्ती तसेच महाराष्ट्र नागरी सेवानियम (सेवेच्या सर्वसाधरण शर्ती, वेतन, रजा, इ.)मधील तरतूदी, त्यात वेळोवेळी होणाऱ्या सुधारणांसह लागू राहतील.

७. सदर पदावर रुजू झाल्यानंतर आपणांस परिभाषित अंशदान निवृत्ती वेतन योजना (राष्ट्रीय निवृत्तीवेतन प्रणाली)लागू राहील.

८. सदर नियुक्ती ही वैद्यकीय तपासणी तसेच चारित्र्य व पूर्वचारित्र्य पडताळणीच्या अटीस अधिन राहून करण्यात येत असून उपरोक्त पदावर रुजू होताच,आपणांस वैद्यकीय तपासणीकरिता पाठविण्यात येईल. वैद्यकीय तपासणी अंती सदर पदाची कर्तव्ये व जबाबदाऱ्या पार पाडण्यास आपण वैद्यकीय दृष्ट्या अपात्र ठरल्यास तसेच/अथवा चारित्र्य व पूर्व चारित्र्य पडताळणी अंती आपण अपात्र ठरल्यास आपली सेवा कोणतीही पूर्व सूचना न देता तात्काळ समाप्त करण्यात येईल.

९. मागास प्रवर्गातील उमेदवार (यात खुल्या प्रवर्गातून निवड झालेल्या मागास प्रवर्गातील उमेदवारांचा देखील समावेश होतो) असल्यास, जात वैधता प्रमाणपत्र सादर करण्याच्या अटीस अधिन राहून नियुक्ती देण्यांत येत असून जात वैधता प्रमाणपत्र सादर केले नसल्यास, जात प्रमाणपत्र पडताळणीचा विहित नमुन्यातील अर्ज आवश्यक सर्व कागदपत्र/ प्रमाणपत्रांसह सहा महिन्याच्या आत संबंधित संस्थाप्रमुखांना सादर करणे आवश्यक राहील. विहीत मुदतीत अर्ज सादर न केल्यास अथवा जात प्रमाणपत्र पडताळणी अंती जात प्रमाणपत्र अवैध ठरल्यास कोणतीही पूर्व सूचना न देता तात्काळ सेवा समाप्त करण्यासंदर्भात नियमानुसार कार्यवाही करण्यात येईल.

१०. दिव्यांग प्रवर्गातून निवड झाली असल्यास, सक्षम प्राधिकाऱ्यांनी निर्गमित केलेल्या प्रमाणपत्राच्या पडताळणीच्या अटीस अधिन राहून नियुक्ती देण्यात येत असून दिव्यांगत्वाचे प्रमाणपत्र अवैध ठरल्यास,कोणतीही पूर्वसूचना न देता आपली सेवा तात्काळ समाप्त करण्यात येईल.

११. शासकीय/निमशासकीय/इतर कार्यालयात कार्यरत असल्यास, सदर नोकरीचा राजीनामा दिल्याचे/ कार्यमुक्त केल्याचे आदेश रुजू होतांना संबंधित संस्थाप्रमुखांना सादरकरणे आवश्यक राहील.

१२. शासनाने वेळोवेळी केलेल्या नियमानुसार हिंदी व मराठी भाषा परीक्षा उत्तीर्ण नसल्यास अथवा उत्तीर्ण होण्यापासून सूट मिळविलेली नसल्यास,नियुक्तीनंतर विहित कालावधीत सदर परीक्षा उत्तीर्ण होणे आवश्यक राहील.अन्यथा परीक्षा उत्तीर्ण होईपर्यंत वार्षिक वेतनवाढ तसेच पदोन्नती अनुज्ञेय राहणार नाही.

१३. संगणक अर्हता प्रमाणपत्रासंदर्भात शासनाने वेळोवेळी विहित केलेल्या नियमानुसार संगणक अर्हता धारण केली नसल्यास, नियुक्ती नंतर विहित कालावधीत संगणक अर्हता धारण करणे आवश्यक राहील. अन्यथा संगणक अर्हता धारण करेपर्यंत वार्षिक वेतनवाढ तसेच पदोन्नती अनुज्ञेय राहणार नाही.

१४. सदर नियुक्ती ही अत्यंत तात्पुरत्या स्वरुपाची असून आपली वर्तणूक समाधानकारक नसल्यास अथवा पदाची कर्तव्ये व जबाबदाऱ्या योग्य रित्या पार पाडत नसल्याचे आढळून आल्यास,आपली सेवा कोणतीही पूर्वसूचना न देता तात्काळ समाप्त करण्यात येईल. -

१५. स्वग्राम घोषित करण्यासंदर्भातील आवेदन रुजू झाल्याच्या दिनांकापासून सहा महिन्यांच्या आत संबंधित संस्था प्रमुखांकडे विहित नमुन्यात आवश्यक कागदपत्रांसह सादर करणे आवश्यक राहील.

१६. सदर पदाकरिता शासनाने वेळोवेळी विहीत केलेले प्रशिक्षण/परीक्षा विहीत मुदतीत व संधीतउत्तीर्ण होणे आवश्यक राहील.

१७. प्रादेशिक विभागाच्या अधिपत्याखालील कोणत्याही संस्थेत प्रशासकीय कारणास्त व आपली बदली करण्यात येईल.

पा.क्र. ३..वर.

१८. वरिष्ठांनी शासकीय कामकाजासंदर्भात वेळोवेळी दिलेल्या आदेशाचे पालन करणे बंधनकारक राहील.अन्यथा प्रचलित नियमानुसार शिस्तभंग विषयक कारवाई करण्यात येईल.

१९. नियुक्ती संदर्भात सादर केलेली कोणतीही प्रमाणपत्रे/कागदपत्रे/दाखले इत्यादी भविष्यात अवैध/चूकीची/बनावट आढळून आल्यास फौजदारी स्वरुपाची/शिस्तभंग विषयक कारवाई नियमानुसार करण्यात येईल.

२०. सदर पदाचा राजीनामा द्यावयाचा असल्यास एक महिन्याची लेखी पूर्व सूचना अथवा एक महिन्याच्या मूळ वेतनाइतकी रक्कम शासनास जमा करणे आवश्यक राहील.

२१. सदर नियुक्तीच्या ठिकाणात बदल करण्याबाबत कोणत्याही प्रकारचा दबाव आणण्याचा प्रयत्न केल्यास कायदेशीर कार्यवाही करण्यात येईल.

२२. उपरोक्त सर्व अटी व शर्ती मान्य असल्याबाबतचे हमीपत्र/बंधपत्र रुजू होतांना संबंधित संस्था प्रमुखांना सादर करणे आवश्यक राहील.

२३. सदर पदभरतीच्या अनुषंगाने विविध न्यायालयात / न्यायाधिकरणात दाखल असलेल्या याचिकांवरील निर्णयांच्या अधिन राहून सदर नियुक्तीपत्र निर्गमित करण्यात येत आहे.

२४. सदर पदभरतीच्या अनुषंगाने मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण,मुंबई येथे दाखल O.A.१५६०/२०२३ मधिल M.A.०७/२०२४ याचिकेच्या न्याय निर्णयाच्या अनुषंगाने तसेच विविध मा.न्यायालयात दाखल असलेल्या याचिकांवरील न्याय निर्णयांच्या अधिन राहून सदर नियुक्तीपत्र निर्गमित करण्यात येत आहे.

२५. उमेदवारांच्या प्रमाणपत्र / कागदपत्रांबाबत संबंधित आस्थापना / प्राधिकरणा कडून प्रत्यक्ष पडताळणीच्या अधिन राहून सदर सदर नियुक्तीपत्र निर्गमित करण्यात येत आहे.

Protati

(पी.टी.देवतळे)
सहसंचालक,
व्यवसाय शिक्षण व प्रशिक्षण,
प्रादेशिक कार्यालय, छत्रपती संभाजीनगर

१) मा.संचालक, व्यवसाय शिक्षण व प्रशिक्षण संचालनालय, महाराष्ट्र राज्य, मुंबई (कार्यासन क्र.४) यांना माहितीकरिता सविनय सादर.

२) **प्राचार्य, औद्योगिक प्रशिक्षण संस्था, माहूर जि. नांदेड** यांना माहिती व पुढील कार्यवाहीकरिता. त्यांना कळविण्यात येते की, **श्रीमती. कांचन प्रभाकर वाकोडे** यांचे कडून रुजू होतांना उपरोक्त सर्व अटी व शर्ती मान्य असल्याबाबतचे हमीपत्र/बंधपत्र, शैक्षणिक अर्हता, जन्म तारखेचा पुरावा, जात प्रमाणपत्र, जात वैधता प्रमाणपत्र, अनुभव प्रमाणपत्र इत्यादीच्या स्वसाक्षांकीत केलेल्या छायांकीत प्रतींचे २ संच घेऊन रुजू करुन घेण्यात यावे. सदर दस्तऐवज सदर कर्मचाऱ्याच्या वैयक्तिक नस्तीत जतन करुन ठेवावेत. तसेच कर्मचाऱ्याचा रुजू अहवाल तात्काळ प्रादेशिक कार्यालयास सादर करुन उपरोक्त अटी व शर्तींपैकी आपल्या स्तरावर करावयाची कार्यवाही विहित मुदतीत करण्यात यावी. कर्मचाऱ्याने वरील अटी व शर्तींची पूर्तता न **केल्यास तसेही प्रादेशिक कार्यालयास कळविण्यात यावे.**

३) मा.अधिदान व लेखाअधिकारी,अधिदान व लेखाकार्यालय, नागपूर/मा.जिल्हाकोषागार/उपकोषागार अधिकारी , जिल्हा कोषागार/उपकोषागार कार्यालय, **माहूर जि. नांदेड** यांना सविनय सादर (संस्थाप्रमुखांमार्फत).

४) प्रादेशिक कार्यालयातील बिंदूनामावली/सेवाज्येष्ठता कार्यासन यांना माहिती व पुढील कार्यवाहीकरिता.

५) निवडनस्ती.

INFOCEPTS
STAY MODERN

February 3, 2022
Manisha Narendra Ubarhande
Pangri, Deulghat, Buldhana, Maharashtra 443001
Dear Manisha Narendra Ubarhande,

Subject: Pre-Placement Offer Letter

Welcome to InfoCepts Technologies Pvt. Ltd. Family!
We are pleased to make you a provisional offer of employment with **InfoCepts Technologies Private Limited** (the "Company") through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) you successfully completing training (the "Training") with the Company to its satisfaction; and b) you are being able to show that you possess the performance standard and aptitude expected by the Company.

You expressly agree and acknowledge that you are only appointed as a trainee with the Company and you will not have any lien or right on regular employment with the Company, either during the Training or completion thereof. However, upon fulfilling the below mentioned conditions, at the sole discretion of the Company you may be hired as an employee of the Company through an appointment letter with all required terms and conditions.

The Company will impart the specialized requisite Training at its own expense. In recognition of the considerable investment that the Company proposes to make in imparting the Training for you, the Company is desirous that you give certain commitments to the Company in relation to your tenure of Training and if hired, a tenure of subsequent employment with the Company, to which you are fully agreeable and thus you agree to execute a service agreement with the Company (the "Service Agreement").
The further terms and conditions of this Pre-Placement Letter are as follows:

1.Compensation:
During the term of your Training you will be entitled to a fixed monthly stipend of INR 12000. Apart from the fixed monthly stipend, you shall not be eligible for any other performance, incentive bonus or any other employment benefits including but not limited to insurance. Upon satisfactory completion of training and position availability, you will be extended an employment offer with an annual gross salary of **INR 3,62,000 per annum.**

2.Term

Unless otherwise agreed in writing, your Training with the Company shall commence with effect from March 7, 2022 or such earlier date as agreed between you and the Company and will expire on September 6, 2022 (“Training Period”). However, if your college final exam result or Training result is negative, then this Training Period shall terminate accordingly prior to September 6, 2022. The Company reserves the right to extend Training Period at its sole discretion.

3.Training Hours

You will be required to attend Training and clear assessments / evaluations as per schedule published by Training department of the Company from time to time.

4.Condition for Valid Appointment

This Pre-Placement Letter is valid / effective subject to fulfilling of following conditions:

a. Satisfactory verification of the particulars given by you in your application form / resume;
b. Contingent upon satisfactory completion of a pre-employment background screening as per company’s defined check-list;
c. Your execution of a Service Agreement with the Company along with this Pre-Placement Letter;

If at any time it is revealed that false information is provided, or pertinent information was withheld, the Company reserves the right to terminate this Training / subsequent employment any time without notice and / or without assigning any compensation thereof;

5.Termination

Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Training and thereby withdraw the pre-placement offer without assigning any reason or for any reason not prohibited by law, with or without prior notice. If you voluntarily leave the Training of the Company during the validity of service agreement, you shall compensate the Company as per the terms of service agreement.

6.InfoCepts Material
During your training, you may be exposed to certain Pre-existing proprietary materials, tools and methodologies. You shall use them as authorized by InfoCepts from time to time without any other rights in such proprietary materials.

7.Non-Disclosure

You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, Company's client, its business, clients, customers that you may acquire, at any time during your Training to any third party other than to perform assigned work for the benefit of the Company and Company's client.

8.Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company, caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9.Governing Laws and Arbitration

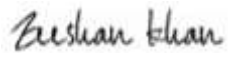
a.This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Nagpur

b.Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Nagpur and the language of arbitration shall be English.

Please return the duplicate copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about your joining and look forward to a mutually rewarding relationship.
Thanking you,

Yours faithfully,
For InfoCepts Technologies Private Limited



Zeeshan A. Khan
Senior Manager
Human Resource - Business Partnering

ACCEPTANCE

I accept the terms and conditions of this appointment letter and undertake to abide by the same and shall execute the above-mentioned service agreement and contract of employments as desired by the company. I also accept that no other monetary or non-monetary commitments are made, apart from the details mentioned in this Pre-Placement Letter.

Dated:

Place:

Signature

Manisha Narendra Ubarhande

Coditas Solutions LLP. | LLPIN:AAQ-6182

11/01/2022

Reference No: CT/HR/OFFER/AN/11012022

To,
Mr. Ayush Naphade,

EMPLOYMENT OFFER LETTER

Dear Ayush,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you an annual CTC of **Rs. 6 LPA** and other benefits, the details of which are stated in the attached annexure.

Since your exam schedule has become uncertain due to the ongoing pandemic, we are keeping the tentative date of your joining on **4th July 2022** or earlier, as and when you are done with your exams.

The Terms are as follows:

1. The CTC shall comprise a fixed component and a variable component, if any, as per the company's prevailing scheme.
2. The CTC shall be subject to tax deduction at source and a professional tax deduction as per applicable rules.
3. We also have a corporate 'Group Health Insurance' plan which you can opt-in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your CTC.
4. Your probation period shall be 3 months from the date of joining, subject to your performance.
5. Regular performance reviews will be done to assess your suitability.
6. The next salary revision will be during the company's appropriate appraisal cycle, falling due after the completion of one year of service.
7. The notice period for relinquishing your services from the company would be 3 calendar months.
8. The F&F settlement in the event of resignation will be made after 2 weeks from the date of separation.
9. You shall be entitled to benefits as per the company's rules and regulations upon confirmation.
10. The validity of this offer is 2 days from the date of you receiving the offer letter.
11. Your posting will be in Pune; however, you may be given the opportunity to travel to the client locations for short durations from time to time.

12. Your appointment letter shall be handed over to you on your joining the company once you furnish the required documents mentioned in the attached list.

    1. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    2. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
    3. Photocopy of your Passport along with a photocopy of visa stamping, if any
    4. Three passport size Photographs
    5. Age proof
    6. Proof of Permanent /local Address
    7. Pan Card

Please let us know in advance in case you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign within one year of your joining, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company half of the amount of CTC offered.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

ANNEXURE

Offered CTC		Monthly	Annually
		50000	**600000**
A	**FIXED COMPONENT**		
1	Basic Salary	16000	192000
2	Child Education Allowance	400	4800
3	House Rent Allowance	7500	90000
4	Conveyance Allowance	6250	75000
5	Medical Allowance	6250	75000
6	Leave Travel Allowance	6250	75000
7	Special Allowance	4660	55920
	GROSS SALARY	**47310**	**567720**
B	**VARIABLE COMPONENT ******		
C	**BENEFITS**		
1	Employer Provident Fund *(as per PF act)*	1920	23040
2	Gratuity*	770	9240
3	Mediclaim Premium cont.**		
	TOTAL BENEFITS	**2690**	**32280**
TOTAL COST TO COMPANY (A+B+C)		**50000**	**600000**
D	**DEDUCTIONS**		
1	Employee Contribution	1920	23040
2	Professional Tax *(300/- in February)*	200	2500
	Total Deduction	**2120**	**25540**
	NET SALARY (A-D)	**45190**	**542180**

* Gratuity payable as per The Payment of Gratuity Act 1972

**We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.

*** PF rate is applicable as EPFO authority. If any changes, the salary annexure will be restructured accordingly.

**** Variable Pay:- You are eligible for variable pay (if applicable) as per offer letter terms & conditions.

For Coditas Solutions LLP.

Authorized Signatory

I hereby accept the above salary break up.

Name: Ayush Naphade

Signature:

Date:

Place:

SIEMENS

Mr. Kunal Kadu
Roll No. 74299991
Department Code : RC-IN SE GT-PR SW QM TF-AIS
At. Khurajgaon po. Mangsa Tq. Saoner
Dist. Nagpur 441107

Name	Pravin Kulkarni
Department	P & O People and Organization
Telephone	+91 (0240) 6715126
E-mail	pravin.kulkarni@siemens.com
Your letter of	
Our reference	SL/AIM/P&O/PMK
Date	16.02.2023

Dear Mr. Kunal Kadu,

We have pleasure in informing you that you are engaged as an 'Apprentice' under the Apprentices Act of 1961 with effect from 06.02.2023 in our Siemens Energy, Grid Technologies - Products Switchgear at Aurangabad Works on following terms & conditions.

1. Your training will be for a period of One Year as provided under the Act.
2. You will be paid fixed stipend of Rs. 18,000/- p.m.
3. You will be working in various departments / workplaces from time to time as per the programme drawn up by the Management.
4. During the training period, you will be entitled for leave as per provisions of Apprentices Act of 1961.
5. You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You will also be required to work in shifts as and when considered necessary by the Management.
6. You are entitled to avail subsidized canteen facility.
7. Your National Apprenticeship Training Scheme (NATS) Registration Number: WMHD0061904367

Kindly return the duplicate copy of this letter duly signed, in token of your acceptance of the terms & conditions stipulated above.

Yours faithfully,
SIEMENS LTD

Samit Sachdeva
Vice President

Pravin Kulkarni
Senior Manager – People & Organization

Strictly Confidential

Siemens Ltd.
Sunil Mathur
Managing Director

Bina Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai – 400030, Corporate Identity number [illegible]
Tel.: +91 (22) 3967 7000, Fax: +91 22 3967 7500 Contact / Email: www.siemens.co.in/contact, Website: www.siemens.co.in Sales Office: [illegible]
Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Gurgaon, Hyderabad, Jaipur, Jamshedpur, Kharghar, Kolkata, Lucknow, [illegible]
Mumbai, New Delhi, Puducherry, Pune, Vadodara, Visakhapatnam

PLASTIC OMNIUM

Ref. No. POAEIPL/HRD/2022/ 01573

To,
Ms. Mrunal Bajare
Pune.

Subject: Appointment as a Graduate Engineer Trainee – CAD

Dear Mrunal,

With reference to your application and subsequent discussions, we have pleasure in appointing you as a **'Graduate Engineer Trainee'** in **'CAD'** at **'TE'** Grade with effect from **22nd August 2022** on the following terms and conditions.

1. Your appointment as a **'Graduate Engineer Trainee – CAD'** will be for a period of one year only from the date of your joining, subject to you remaining medically, physically and mentally fit and it will automatically come to an end on or before **21st August 2023** without any notice. During your personal interview it was specifically clarified to you that after the completion of your training of one year, the Company does not guarantee you any regular employment either in its permanent or other cadres.

2. During your training you will be paid basic stipend and other applicable allowances as per the annexure enclosed.

3. During your training period you will subscribe every month to the provident fund etc. as and when applicable as per the relevant statutes governing provident fund. The Company shall also fulfill its part of obligation as required by the statutes. You will also be covered under appropriate & suitable insurance for which the premium will be paid by the Company.

4. During your training period you shall devote your whole working time to undergo the training imparted to you by the company and you shall attend to your training and work efficiently, faithfully, sincerely, diligently and promptly with due care and diligence to the best of your abilities and make your best efforts to use your knowledge and skill in the areas of your duties and assignments. In case of urgency or emergency or whenever required by the Management of the Company or due to exigencies of work, if you are directed so by your superiors, you will attend to the works assigned to you even beyond your normal working hours also.

5. During your training period you shall do, act, discharge and carry out whatever assignments and works deputed to you to the fullest satisfaction of your superiors and shall abide with instructions regarding work, conduct and behavior while on work.

6. During your training period you will be entitled to Leave with Wages, National or other festival Holidays, as per the provisions of the relevant statutes. But you will not be entitled to any of the other benefits or privileges accorded to the permanent employees of the Company.

7. During your training period your services can be transferred to any of the associate, subsidiary or allied companies or sister concerns, or to the other factories, offices, of this company or at site or to the client, anywhere at the complete discretion of the Management. In such an event, your conditions of training period will be as applicable to that establishment.

Santosh

PLASTIC OMNIUM

8. During your training period you shall not, without consent in writing of the Company be employed or associated or interested, directly or indirectly in any competitive, similar or other trade or business, industry, employment, part time or full time or professional or educational pursuit, with or without remuneration or any other whatsoever; but you shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training period with the Company.

9. During your training period you will not divulge or disclose any information regarding work force, clientele, manufacturing techniques, processes, designs or business secrets of our company to any outside agency or person except with written prior permission of the company. You shall keep and cause to maintain total secrecy in this respect.

10. It is expressly and specifically understood and placed on record that in the event of you leaving the company before completion of the training, you will be liable to reimburse to the Company all the actual expenses and costs incurred on such training by the Company. The waiver of recovery, entirely or partly, shall be at the discretion of the management.

11. It is further expressly placed on record that on your completion of training or on termination of training period, you shall handover all documents, drawings, plans, equipment's, tools, files, correspondence, etc. and all assets belonging to the Company in your possession or custody to the deputee of the Management and obtain a certificate from him of clean handover. The Company shall have lien over the accrued rights of stipend till such obtaining of the said certificate.

12. During your training period the company reserves the right to terminate your services without notices or compensation in lieu thereof or without assigning any reasons therefor. If you desire to resign from the employment of this Company, you shall give **Three months' notice** in writing in advance of your intention to do so whereby it is mandatory to serve **Three months** after resigning from the employment.

13. It is further expressly placed on record that on your termination or on resignation, you shall handover all documents, drawings, plans, equipment's, tools, files, correspondence, etc. and all assets belonging to the Company in your possession or custody to the depute of the Management and obtain a certificate from him of clean handover. The Company shall have lien over the accrued rights of salary, etc. till such obtaining of the said certificate.

We welcome you to the Organization and look for a long happy association with you.

Please sign a copy of this letter in token of your accepting the terms and conditions mentioned in this letter and return the same to us.

Thanking you.

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd.,

Santosh Raut
Head-Human Resources

I have read the terms and conditions stated above. I have understood the same and I accept them in totally.

(Signature of Ms. Mrunal Bajare)
Date: 22nd August 2022

Annexure "A"

Name	**Mrunal Bajare**
Grade	TE
Designation	Graduate Engineer Trainee
Department	CAD
Date of Joining	22-Aug-22

Earnings	Amount	Deductions	Amount
Basic	15,000	P. F(Self Contribution)	1800
HRA	6,000	Prof. Tax	200
Convy. All	1,600	Bus deduction	as applicable
Personal Upkeep	800		
Edu Allce	800		
Telephone Allowance	1,000		
Uniform Allowance	1,000		
LTA	1,344		
Misc Allowance	6,184		
Monthly Gross	**33,728**	**Total Deduction**	**2,000**
		Take Home Salary	**31,728**
P.F. (Employer Contribution)	1,800		
Entertainment Allowance	0		
Health Guard	1,250		
Gratuity	722		
Your CTC	**37,500**	**Per Month**	
Your CTC	**450,000**	**Per Year**	

For Plastic Omnium Auto Exteriors (India) Pvt. Ltd

Santosh

Santosh Raut
Head - Human Resource

(Signature of Ms.Mrunal Bajare)

Zoho Sign Document ID: 30F94A64-6G2W7AHLZ7E772BSYSNB_TGKCRTDSJE9DULUCNKFGEO

Production Modeling India Pvt. Ltd.
Plot No. 1 & 2, Khasra No.57/4, At Mouza Isasani
P.S.K.46, Hingna 441110 Dist. Nagpur, Landmark:
Near Cummins Engineering College for Women,
Road towards MIHAN

(+91) 8446053180 / 8446056583

EMPLOYMENT OFFER

Ref: FY-23-24/45 Date: 31 Jan 2024

To,
Sarang Vilasrao Bhure
Wardha, India-442305
Email Id: sarangbhure05@gmail.com
Mobile: +91 9511874425

Jay Hind Sarang,

Welcome to the PMI Family!

With reference to your application and subsequent interaction we had with you, we are glad to offer you the position of "**Engineer-Industrial Engineering"** at our organization. You will be based at Nagpur and or any other location as per company requirements. Your date of joining will be on or before **12 Feb 2024** as discussed**,** failing which this offer stands canceled.

Your Annual Cost to the Company [ATC] will be as per the attached Annexure 'A'. The details of salary break-up and terms and conditions of your employment will be mentioned in your Letter of Appointment and will be governed by additional policies and the PMI Employees Handbook. The same will be shared with you within one week of you being PMIan. You need to serve Three months' notice in case of resignation else your salary will be recovered from full and final settlement.

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining:

a) Resignation letter to the current employer
b) Four copies of your recent passport-size photograph (with white background-in formals).
c) Appointment letter with salary breakup of the previous employer
d) Salary slips of last three months or last increment letter
e) Copy of educational certificates starting from matriculation to highest qualification
f) School Leaving certificate of SSC
g) Residential address proof Current and permanent
h) Relieving letter to be submitted within 15 days of joining PMI

Zoho Sign Document ID: 30F94A64-6G2W7AHLZ7E772BSYSNB_TGKCRTDSJE9DULUCNKFGEO

Production Modeling India Pvt. Ltd.
Plot No. 1 & 2, Khasra No.57/4, At Mouza Isasani
P.S.K.46, Hingna 441110 Dist. Nagpur, Landmark:
Near Cummins Engineering College for Women,
Road towards MIHAN

(+91) 8446053180 / 8446056583

i) UAN card (Unique account number) if provident fund (PF) was ever deducted by any of your previous employer
j) Copy of PAN card
k) Copy of Aadhaar card

I request you to sign and send us the scanned copy of accepting this letter.

We wish you a long, satisfying, and successful career with us.

With Best Wishes,

Yours Sincerely

For **Production Modeling India Pvt Ltd**

Anand Khot

Anand Khot
Director Human Resources

PRODUCTION MODELING INDIA PVT. LTD. NAGPUR

Accepted
Sarang Vilasrao Bhure

Zoho Sign Document ID: 30F94A64-6G2W7AHLZ7E772BSYSNB_TGKCRTDSJE9DULUCNKFGEO

Production Modeling India Pvt. Ltd.
Plot No. 1 & 2, Khasra No.57/4, At Mouza Isasani
P.S.K.46, Hingna 441110 Dist. Nagpur, Landmark:
Near Cummins Engineering College for Women,
Road towards MIHAN

(+91) 8446053180 / 8446056583

Annexure-A

Annual Cost to Company of Sarang Vilasrao Bhure		
Salary Components	**Amount (INR) Monthly**	**Amount (INR) annual**
Basic	14584	175008
House Rent Allowance	2917	35004
Conveyance Allowance	1458	17496
Medical Allowance	1458	17496
LTA	1458	17496
PDA	1458	17496
Special Allowance	3079	36948
Gross Salary	**26412**	**316944**
Gratuity	701	8412
Employer's PF Contribution	1800	21600
Group Mediclaim Insurance Premium*	254	3048
Annual CTC		**350004**
Additional Benefits to Employee		
Personal Accidental Insurance for Self worth 10 Lakhs		

Monthly Earnings			
Earnings	**Amount (INR)**	**Deductions**	**Amount (INR)**
Basic	14584	Profession Tax [As applicable]	200
House Rent Allowance	2917	PF Contribution Employee	1800
Medical Allowance	1458		
Transport Allowance	1458		
LTA	1458		
PDA	1458		
Special Allowance	3079		
Gross Salary	**26412**	**Total Deductions**	**2000**
Taxes as applicable will be paid by the employee			
All Gratuity, PF, ESIC ect. as per the existing Govt.rules.			
Group Medical Claim worth 5 Lakhs for Self+Spouse+ upto 3 dependent children			
***This is tentative figure, it may change subject to actual.**			

For **Production Modeling India Pvt Ltd**

Anand Khot

Anand Khot
Director Human Resources

PRODUCTION MODELING INDIA PVT. LTD. NAGPUR

Accepted
Sarang Vilasrao Bhure
Feb 01 2024

Opus Corp Solutions
L-29 Phoenix Eastcourt
Viman Nagar - 411014

OFFER LETTER

01st July 2022

Dear Damini Zambad,

We're delighted to extend this offer of employment for the position of Business Development Associate with OpusCorp. Please review this summary of the terms and conditions for your anticipated partnership with us.

If you accept this offer, your start date will be 18-07-2022 and you will report to Mr. Ismail.

Please find attached the terms and conditions of your employment. We would like to have your response by **01-07-2022**. In the meantime, please feel free to contact Mr. Ismail via email or ismail@opuscorp.co if you have any questions.

We are all looking forward to having you on our team.

I. POSITION

Business Development Executive (BRAND AMBASSADOR). Every candidate with us will go through our training program where you'll be molded from scratch with the key skills required to be an Entrepreneur. More details about the Habit@ training program is available on our website www.opuscorp.co

During your initial stages you will be involved in F2F & B2B Sales.

Working schedule

This is a Full-time position. Your regular weekly schedule will be Monday - Saturday 9:00 am -7:00 pm.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be “at will,” meaning that either you or the Company may terminate your employment at any time and for any reason, with cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company’s personnel policies and procedures, may change from time to time, the “at will” nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you)

II. Payment Breakdown

During your training period, you will be paid ₹ 18,000 + ₹ 2,000 as a traveling allowance and the training will last for a month. During the training period, the company will set a particular target for the trainee as Business Standards to accomplish in order to be promoted as a permanent employee in the company.

Post training, you will be promoted as a Trainer where you will gain responsibility to train and develop candidates provided to you. Post training, & being permanent in the company, your Salary would be 3 LPA without any deductions.

III. Incentives & Bonus (or commission)

In addition, you will be eligible to be considered for an incentive/bonus upto ₹ 40,000/ month by the Company. It will be awarded based on objective or subjective criteria established by the Companies. Any incentive/bonus will be paid every month after the close of your monthly sale, but only if you are still with the Company at the time of payment. These bonuses vary from client to client. The structure may be varied and adjusted by the company to benefit the BDE in accordance with the performance. The determinations of the Company with respect to your bonus will be final and binding.

By agreeing to the contract of the Company, you will be eligible to participate in a number of Company-sponsored benefits every month. The Company offers a comprehensive employee benefits program on a weekly and monthly basis, including:

- Holiday Package
- Dining Coupons
- Gadgets
- Special Event Tickets
- Game coupons
- Movies tickets
- Grooming (Spa, Salon etc)

IV. Privacy and Confidentiality Agreements

Privacy Agreement

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to, and dissemination of employee personal information will be in accordance with privacy legislation.

Conflict of Interest policy

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Proprietary Information and Inventions Agreement

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

V. Termination Conditions

The Company reserves the right to terminate employment of any employee for just cause at any time with or without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required.

VI. Interpretation, Amendment, and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitutes the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by replying with (YES) or reject it with a (NO) dating this agreement.

Post agreement a ZOOM call will be scheduled with Mr Alfred Salins for company briefing.

SupernovaFX

OFFER LETTER

To, **Diksha Dammani** **Date: 11th November 2022**

Address- Audnumber colony Near D-mart karve nagar, Pune,411502

Dear- Diksha Dammani,

Greetings from Supernova FX Studios.

Concerning your application and subsequent interview, we are pleased to offer you the position of **HR. Executive** of our organization. Your Commencement date will be on or before **21st November 2022.**

CTC will be **(2,76,000/-INR)** per annum. **i.e., 23000/- INR per month** There will be no deduction in terms of tax or EPF now, you will be eligible for PF after 3 months. Will give you the PF calculation at the time of your joining. Any PF or tax region you come into is entirely your responsibility.

Kindly find the required documentation list and policy attached. Go through the policy carefully and send it signing on each page for further processing. Carry your original documents and a copy of your joining date for checking.

Warm Regards,
Hr. Rani

2021-22

Infosys®
Navigate your next

HRD/InfosysBPM/1002346610

January 19, 2022

Ms. Pragati Banait
Joshi Nagar, Ghatpuri Naka
Khamgaon
Khamgaon-111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Pragati,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Junior Accountant
c) Job Level	: 2B
d) Date of Joining	: 21-January-2022
e) Location of posting	: PUNE, MAHARASHTRA, India
f) Gross salary per month	: Rs 17422/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

Company Confidential
Signature

Infosys®
Navigate your next

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.
***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

Company Confidential
Signature

Infosys®
Navigate your next

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company 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.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

Infosys®
Navigate your next

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you 30 calendar day's prior notice or basic and dearness allowance and basket of allowances in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

Signature

Infosys®
Navigate your next

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. 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 requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.

b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.

c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.

d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.

Company Confidential
Signature

e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,

Dependra Mathur
SVP - Head Human Resource Development - BPM

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 name Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

Infosys®
Navigate your next

APPENDIX 1

COMPENSATION DETAILS	
Name	Ms. Pragati Banait
Role Designation	Junior Accountant
Job Level	2B
Date of Joining	21-January-2022
Location of Posting	PUNE, MAHARASHTRA, India

Fixed Components	Amount in INR per month
Basic	11,126
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	751
Sub Total 1	12,977
Statutory Components	
Company Contribution to Provident Fund	1,467
Gratuity	588
Bonus	2,390
Sub Total 2	4,445
Gross Salary per month - Sub Total 1+2	**17,422**
Total Annual CTC	**209,064**

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	**Rs 2,500**
Shift Allowance (paid monthly if you are working in night shift)	**As applicable**

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

Company Confidential
Signature

MAGIC STONE
PROP CONSULTANTS LLP
Your Dream Property Is My Business

19-04-2022

Miss. Sweety Sachdev
Emp ID: MS-
Pune.

OFFER LETTER

Dear Sweety,

This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **"Relationship Manager"** at our **Pune** office on the terms and conditions mutually discussed and agreed.

Your CTC Will be **Rs.6,00,000/-** Per Annum(**Rupees Six Lakh only**).

You are requested to submit all the documents listed below at the time of your joining:

1. Proof of Age / Education / Experience Certificates to be shown in original for reference.
2. Relieving letter or acceptance of your resignation letter from your present/previous employer.
3. Photocopies of ration card indicating name and permanent address
4. Present address proof
5. Aadhar Card Copy
6. PAN number and a self-attested photocopy of the PAN card (if available)
7. Salary slip/annual salary details from the present employer.
8. 2 passport size photographs (The photographs should not be older than 6 months from the date of receipt of this letter)
9. Cancel Cheque.

Original documents will be returned immediately once we take the prints at Head Office on the day of joining.

Kindly report for your duties on or before 19/04/2022 at the following address: Office 312, Rainbow Plaza, Shivar Chowk, Pimple Saudagar, Pune-27.

With any reason, if you do not join as per mentioned date, this letter will be considered as invalid. Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

With best wishes,
For **Magic Stone Prop Consultants LLP**

Nilesh Anil Deshmukh
Partner

Magic Stone Prop Consultants LLP

COST TO COMPANY

Magic Stone Prop Consultants LLP		
OFFER		
Name	**Sweety Sachdev**	
Designation	**Relationship Manager**	
	Monthly	**Yearly**
	Monthly	**Yearly**
Heads	**INR**	**INR**
Basic	9000	108000
HRA	4500	54000
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	1650	19800
Subtotal: (A): Salary & Allowances	**18000**	**216000**
Variable Pay on 60 Site Visits of client	12000	144000
Variable Pay 4 Booking	20000	240000
Subtotal: (B): Contributed Benefits	**32000**	**384000**
Total: (A+B) Per Month	**50000**	
Total CTC: INR Per Annum		**600000**

At the time of joining, your total pay-out to the Company is given below.

- As Per Government norms TDS will be applicable.
- In Case of misuse of Data / Providing incorrect clients or information / lack of discipline as per company's policy, you will not be applicable for performance commission & the strict actions will be taken.
- Kindly note all the incentives will be disqualified in the situation of you leaving the company

Authorized Signatory

Magic Stone Prop Consultants LLP

Nilesh Anil Deshmukh
Partner
Date:

Chola Business Services Limited
Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44.40907172 Fax: 91.44.25346464
CIN - U72300TN2004PLC054887

June 1, 2023

Mr. Abhay Santosh Tayade
CB35557
Vehicle Finance - SALES
Malkapur

Dear Abhay Santosh Tayade,

We are pleased to inform you that your contribution for the period "FY 2022 - 2023" has been reviewed and assessed as "**Good".**

Accordingly, the break-up of your revised compensation structure with effect from **1-June-2023** will be as follows:

Salary Components	Current Salary	Revised Salary
Basic	5950	6575
House Rent Allowance	2975	3288
Special Allowance	4675	5165
Monthly Gross	**13600**	**15028**

All other terms and conditions of employment remain unaltered.

Any liability with respect to income tax arising out of this revision shall be to your account.

All other terms and conditions of employment will be as per the original appointment letter.

We wish you the best in your career with us.

For Chola Business Services Limited.,

Authorized Signatory

Chola Business Services Limited
Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44.30007172 Fax: 91.44.25346464
CIN - U72300TN2004PLC054887

Date: **04-Nov-2022**
Mr. Abhay Santosh Tayade

At Po Panhera Malkapur Buldhana Buldhana Maharashtra 443101 India

Dear **Abhay Santosh Tayade**

We are pleased to offer you an appointment in our Organization on the following terms and conditions. We would appreciate your joining at the earliest, but in any case on or before **05-Jan-2023.**

Grade Title: Junior Officer
Grade : CG 2
Your Role: Sales Field Executive
Business: Vehicle Finance
Location: Malkapur

Compensation

Your total remuneration for your services will be Rs. **171000** per annum. Refer Annexure for the details of your compensation structure. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure and other Terms of Service, as may be communicated to you from time to time.

In addition to your monthly remuneration you may have incentives, if any, applicable to you based on your achieving of targets, as per the scheme designed in this regard from time to time.

Statutory Bonus – Will be paid to eligible employees as per the provision of Payment of Bonus Act, 1965, amended time to time.

1) You would be eligible for leave as per the policies of the Company.

2) You are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.

3) As a full time employee of the Company, you are required to devote your full time, attention and efforts to the furtherance of business of the Company and to continuously develop your professional skills in your own and the company's mutual interest. You shall not, during your employment with the Company, directly or indirectly engage yourself, or devote any time to any part time employment, with or without any remuneration, unless it has the prior approval of the management in writing. You shall not disclose confidential information, database, company

documents, etc., that you come across in the course of your responsibilities to anyone outside. You shall use such information only in connection with your employment. You shall not remove any documents or materials of the Company without prior consent and knowledge of your Superiors.

4) This appointment is based on the information furnished by you to us in your application for employment/personal data form. If any material has been suppressed by you or you have indulged in suppression of facts or the information furnished by you found to be false and such false information is known to the Management after your appointment, if any, your appointment shall be liable for termination without notice.

5) Notwithstanding anything to the contrary contained earlier, this agreement can be terminated by giving:

a) One month's notice or with one month salary in lieu of notice, by either party

b) Without any notice or compensation by the Company in the following cases:

i) Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.

ii) If the performance level is below the expected level and/or the Business targets as set out for you from time to time has not been achieved by you.

6) For the purpose of sub clause (b) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you.

7) You shall be responsible for properly and diligently performing the duties assigned to you. You shall fully indemnify the Company for any loss occurring on account of any acts or omissions committed by you during the term of your employment and for such acts or omissions you shall continue to indemnify even after the expiry or termination of your employment.

8) In the event of any dispute out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The Arbitrator will be appointed by the Company at its sole discretion. The venue for such arbitration shall be Chennai.

9) All other standard rules of the Company as existing and as may be amended from time to time, will be applicable to you.

Chola Business Services Limited
Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44.30007172 Fax: 91.44.25346464
CIN - U72300TN2004PLC054887

10) You will retire from the services of the company on completion of 58 years of age or such other age as may be intimated by the Company from time to time.

We welcome you to CBSL and look forward for a long and mutually beneficial association.

You are requested to sign and return the second copy of this letter as a token of your acceptance.

Yours faithfully

For **Chola Business Services Limited**



Associate Vice President and Head CBSL – HR

Having read the above terms and conditions, I hereby accept this offer of appointment and conditions stated herein above.

Signature: Date of Joining:

Please note that this order may be electronically signed which is as good as handwritten signature for the purposes of validity, enforceability, and admissibility. This order may be executed and delivered by electronic transmission.

Chola Business Services Limited
Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44.30007172 Fax: 91.44.25346464
CIN - U72300TN2004PLC054887

SALARY ANNEXURE

Name : Abhay Santosh Tayade
Grade : CG 2
Designation : Junior Officer
Location : Asia>India>Vehicle Finance>West>Maharashtra>Maharashtra 5>Dhule>Malkapur>4961

Pay Component	Monthly Amount	Annual Amount
Fixed		
Gross Salary	**13028**	**156343**
Basic Salary	5700	68400
House Rent Allowance	2850	34200
Special Allowance	4478	53743
Others	**1221**	**14657**
Employer PF	1221	14657
Total Fixed	**14249**	**171000**
Total CTC	**14249**	**171000**

For **Chola Business Services Limited**

Associate Vice President and Head CBSL – HR

Having read the above salary details, I hereby accept this offer and details stated herein above.

Signature: Date of Joining:

Please note that this order may be electronically signed which is as good as handwritten signature for the purposes of validity, enforceability, and admissibility. This order may be executed and delivered by electronic transmission.

State Street Syntel Services

A State Street and Syntel Company



Abhijit Balapure

Emp No : 75101140

Issuing Authority

If found, please Call +91-22-41132200

© State Street Syntel Services Pvt. Ltd.

OM INFOTECH

Office No. 15 & 16, 3rd Floor, Highway Tower, Mumbai-Pune Highway, Chinchwad, Pune - 411 019.
M. : 80079 87092, 95033 46444, E-mail : om_infotech15@yahoo.com

Date: 11.09.2022

To,
Amol R. Morkhade
Bhatiya lay Out Khamgaon

Subject: Job offer letter for the position of Corporate IT & Finance Management

Dear Sir ,

Congratulations! On behalf of Om InfoTech , I am writing this letter to offer you the role of a **Corporate IT & Finance Management** at **Badve Engineering Private Limited ,FC Road Pune** .Your interview on 10.09.2022 was good and we are confident that your skills, educational qualifications, sincerity will make you a valuable addition to the team. As you take up this post, you will guide users with easy, step by step instructions, address user tickets regarding software and hardware, walk clients through computer peripherals and install applications, personalize desktop apps to meet the user needs, ask goal-oriented questions to diagnose problems, follow up with clients to make sure their systems are operational.

You will be offered a gross annual package of **4,20,000** and there will be a hike of 10 % after a period of one year the payment mode will be online bank account there will be several perks and benefits given to you too for starting. If you want to leave your job , you must tell us 30 day in advanceif you find this job offer along with all the above-stated rules and regulations to be of your liking then kindly make sure to sign this letter and return it to us by 11.09.2022. you can keep a copy with you forextra security reasons. the joining date as well as the other relevant details can be mentioned onlyafter your confirmation.

In case of a query, do not hesitate to get in touch at 8830300823 or at Ominfotech@Gmail.Com

We will be awaiting your response.

Thank you,
Yours sincerely,

OM INFOTECH PUNE

signature
OM INFOTECH

11/09/2022

Candidate Signature

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

December 5, 2022

Ref:HDBFS/22-23/HRIC383728/Appt/A61974

Mr.Ashwin Pralhad Borude,
House No-12,
Amrutkunj Apartment,
Sahakari Patsanstha,
Mohan Nagar,Chinchwad,Nr Sangram Nagari,
Pune-411019

Dear Mr.Ashwin Pralhad Borude,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) Your duties and responsibilities will be explained to you on your joining the Company.

b) Your initial place of posting will be at PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.

g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.

h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.

i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.

j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.

l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than December 20, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

_____

Mr.Ashwin Pralhad Borude

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.ASHWIN PRALHAD BORUDE	
Role	Sales Executive	
Grade	G7	
Location	Pune	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,02,756	8,563
HRA	41,100	3,425
Conveyance Allowance	20,544	1,712
Provident Fund (Employer's contribution)	14,796	1,233
Gross Salary (A)	**1,79,196**	**14,933**
ESIC (Employer's contribution)----(B)	4,675	390
Gratuity---------- (C)	4,943	412
Total Fixed Compensation (D=A+B+C)	**1,88,814**	**15,734**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

You will be entitled to Performance Incentive Plan as per Company Policy

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization



Ref:HDBFS/22-23/HRIC383728/Appt/A61974

I accept the terms and conditions as mentioned in the Appointment letter.

Mr.Ashwin Pralhad Borude

08 November 2023

OFFER LETTER

Dear Mr. Dattatraya Sanjay Sushir,

In response to your interview with us, we are pleased to offer you the position of **'Software Test Engineer'** in M/s Test Yantra Software Solutions (India) Pvt. Ltd. ("Company"). This offer is subject to the satisfactory background verification check that will be completed by the Company prior to your joining date.

(i) Your cost to company (CTC) shall be as per the below Schedule.
(ii) The terms and conditions of your employment will be governed as per the employment agreement (Agreement) annexed as Annexure 1.
(iii) You are required to carefully go through the terms and conditions of this offer letter and Annexure 1 as your employment in the Company shall be strictly governed by these documents.
(iv) If you agree to the terms and conditions of employment, please sign a copy of this letter as a token of your acceptance and return the signed copy to the Company within 3 working days. Please sign on all pages. Upon signing, the terms and conditions of the employment agreement shall become binding on you.
(v) The Company's obligations shall commence on the date of your joining which shall be on **November 08, 2023**.
(vi) This offer is valid till **November 08, 2023** and if you fail to accept the terms of the offer, the Company shall have the right to withdraw the offer without giving you any further notice.
(vii) You are requested to submit the following documents to us on the date of submitting the duly signed Agreement on or before date of joining.

a) Photocopies of your educational qualifications b) 2 passport size photographs of yourself c) Offer Letter, Relieving letter from previous employer/s, if applicable d) 3 months' Pay slips of previous employer, if applicable	e) PF account details f) Income Tax deduction certificate of previous employer g) Pan Copy h) Passport Copy i) Aadhar Card Copy j) ID Proof & Address Proof k) Cancelled cheque leaf

Annexure 1

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (the "Agreement") is made and executed on this **November 08, 2023** at Bengaluru.

BY:

M/S TEST YANTRA SOFTWARE SOLUTIONS (INDIA) PVT. LTD., a company incorporated under the Companies Act, 1956, having its registered office at #88, Brigade Chambers, 3rd floor, Gandhi Bazaar Main Road, Basavanagudi, Bengaluru – 560004. represented by its Human Resource (hereinafter may be referred to as the "Company", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the ONE PART;

AND:

Mr.Dattatraya Sanjay Sushir residing at **Tembhurna, Buldana, Maharashtra, 444303.** here in after referred to as the "Employee" or the "Second Party", of the OTHER PART The Company and the Employee shall hereinafter, wherever the context may so require, be individually referred to as 'Party' or collectively as 'Parties', as the case may be.

TESTYANTRA

WHEREAS;

1. The Company is engaged in the business of providing software services (the "Business");

2. The Company was looking to hire an employee for the post of **Software Test Engineer** The Employee had applied to the Company for the said post and made several representations regarding his/her qualification and abilities and produced certificates thereof. Based on an interview conducted by the Company and based on the representations made by the Employee, the Company has agreed to appoint the Employee for the said post, on the terms and conditions set forth herein below.

NOW THIS EMPLOYMENT AGREEMENT SHALL WITNESSETH AS FOLLOWS.

1. APPOINTMENT:

1.1 The Company hereby appoints the Employee **'Software Test Engineer'.** The Employee hereby accepts the said appointment and agrees to work diligently and serve the Company in the said capacity or in such other posts/ designations as the Company may prescribe and/or promote from time to time. The Employee shall be responsible to perform duties more fully described in Schedule A hereto.

1.2 The Employee shall report on **November 08, 2023**. The obligations of the Company towards the Employee shall commence only on and after the date of joining. However, the Employee's obligations under the Agreement shall commence on the date of execution of the Agreement.

1.3 The Employee shall report to Test Yantra and/or to such other person or persons as the Company deems fit to be his/her supervisor from time to time. In addition, the Employee shall carry out such other duties and functions as may be assigned to him/her by the Company from time to time.

1.4 The Employee's place of work, for the time being, shall be at **Bengaluru**. However, the Company may relocate/ transfer/ depute the Employee to any of its branches or client's place as part of their work, within or outside India where business of the Company or any subsidiary/ branch/ outlet/ unit of the Company is in or may come into existence if the Company so directs based on the exigencies of work. Upon such relocation/ transfer, the Employee agrees to be bound by the rules and regulations of the respective working place, or otherwise as specified by Company.

1.5 The Employee shall be on probation for the first six months and only after his/her successful completion of probationary period, the Company will issue a letter of confirmation of employment. In the event, the Company is not satisfied with the performance of the Employee during the probationary period, the Company is entitled to terminate this agreement with immediate effect and the Employee agrees and undertakes to not make any claim on the Company whatsoever.

TESTYANTRA

1.6 The terms of this Agreement shall continue to bind Employee until it is terminated in accordance with this Agreement, irrespective of the fact that Employee may be promoted, transferred or seconded to any other place.

1.7 The working hours of the Employee shall follow the operating hours of the Company. When working on relocation/ transfer/ deputation, the working hours shall follow the operating hours of such place of work. But the Employee understands that from time to time he/she is required to work additional unpaid hours in order to carry out the duties promptly and efficiently.

1.8 The Company shall provide training to the Employee for the first month for better discharge of the roles and responsibility by the Employee. However, the Employee may choose to seek special training on any specific area from the Company and in such an event, the Company will at its cost provide the special training to the Employee. However, post completion of the training the Employee shall compulsorily work in the Company and provide his/her services for a minimum period of One year and on the terms and conditions as may be agreed between the Parties under a separate agreement to be executed by the Parties prior to commencement of the special training.

2. EMOLUMENTS:

2.1 The Employee's total compensation (Cost to the Company) shall be as per the above-mentioned schedule, payable in periodic installments according to the Company's normal payroll practices, subject to standard deductions towards tax and other deductions as per Company policy.

2.2 Performance reviews shall be done on a yearly basis with the first performance review at the end of twelve months. Salary increments shall be done on a yearly basis based on the performance of the Employee in that year which shall include professional efficiency, integrity, discipline, punctuality, professional grooming, Employee's contribution towards profitability of the Company's income, etc. The Employee's increments are completely discretionary and will be subject to and on the basis of his effective performance and results during the period as also the performance and results of the Company. All or any such increment or bonus may be paid by the Company at the end of completion of every twelve months of employment.

2.3 All statutory requirements of tax, including tax deductible at source, professional tax, etc, will be paid and complied by the Company and all/ any funds/ salary/ remuneration paid to the Employee will be after such appropriate deductions.

TESTYANTRA

3. TERM AND TERMINATION:

3.1 The parties agree that the Employee's employment with the Company shall commence on the date of joining and subject to clause 1.5 above, shall continue till such time that either party terminates the employment in accordance with the clauses below.

3.2 Either party may terminate this agreement by giving **Three (3) months** prior notice to the other party. The said notice period for termination of this Agreement by the Employee shall neither be adjustable against privileged leave nor forfeiture of salary of such Employee and the same shall be subject to the discretion of the Company. However, nothing in this Agreement shall prevent the Company from terminating the Employee's employment forthwith for proved breach of any duties and responsibilities/ gross default/ misconduct contravening the express or implied terms and conditions of this Agreement. Where this Agreement is terminated by the Company on account of the Employee's proved breach of any duties and responsibilities/ gross default/ misconduct, no prior notice and thereby no salary in lieu of such notice shall be necessary. Unauthorized absence of employee for 3 consecutive days then the employment shall be terminated without prior notice to the employee.

3.3 Further, it shall be at the sole discretion of the Company to suspend the requirement of the notice period as stipulated in clause 3.2 above. However, in such cases, the Company may direct the Employee to buy out the notice period by paying amount equivalent to the Salary payable during the notice period plus such other amounts as may be sought by the Company.

3.4 In the event of the Employee terminating the Agreement or otherwise leaving the services of the Company in any manner, the Company shall not be liable to pay any amounts towards bonus, increment, etc. and the Company may recover any losses the Company has suffered on account termination by the Employee except in accordance with clause 3.2 above.

3.5 In the event of the Employee being liable to pay any amounts as mentioned hereinabove, the Company shall have the first charge over the salary, bonus and other dues to be paid to the Employee from the Company and the Employee hereby agrees and authorizes the Company to deduct from them, all such amounts payable by him.

3.6 Summary dismissal: - The Company may dismiss the Employee immediately and without notice if, the employee:

(a) Does not perform the duties assigned to him/her under this Agreement satisfactorily;
(b) Is guilty of dishonesty, serious neglect or gross misconduct in the course of employment;
(c) Becomes unable, due to illness (whether physical or mental), to properly and effectively perform duties as provided hereunder for a period or periods totaling 20 working days in any consecutive period of 3 months;
(d) Expressly or by implication repudiates this Agreement;
(e) Acts in such a way (whether or not in the course of employment) as to bring the Company or its subsidiaries into disrepute;
(f) Is convicted of any criminal offence, or under any law;
(g) Is accused of any offence involving moral turpitude;

TESTYANTRA

4. LEAVES:

The Employee will be entitled to avail holidays/ leaves as per the Company policies in force from time to time. Employee is requested to read the Leave policy adopted by the Company.

5. NON – DISCLOSURE OF CONFIDENTIAL INFORMATION & NON-COMPETE:

5.1 The Employee agrees that information concerning the working of the Company, including all the information concerning the Company's business transactions, financial arrangements, business partners, clientele, trade secrets, marketing strategies and any other information concerning the Company which is not in the public domain constitutes 'Confidential Information' belonging to the Company under this Agreement and he shall not, during the continuance of this Agreement or after the termination of this Agreement, reveal Confidential Information to any person, firm, corporation, or entity. Should the Employee reveal or threaten to reveal such Confidential Information to any person, firm, corporation, or entity contrary to the provisions of this Agreement during the subsistence of this Agreement, the Company shall be entitled to take disciplinary action against the Employee including dismissal of the Employee and the Company may file suit for damages. Should the Employee reveal or threaten to reveal such Confidential Information to any person, firm,

corporation, or entity contrary to the provisions of this Agreement after termination of this Agreement, the Company shall be entitled to claim damages from the Employee. After Separation from the Company, Employee cannot join our Competitors at least for a minimum period of 2 years from the date of exit of the employment.

Dual Employment: Employee during the employment at Test Yantra shall not engage himself in any other duties / work for any other companies. The Company shall terminate employment of employee, if employee enters into such an act and shall proceed with legal proceedings for committing dual employment.

5.2 Nothing contained in the previous/ above clause shall apply to:

(a) information that is in the public domain; and

(b) information which the Parties are under a legal obligation to disclose to a court of law or other statutory/regulatory authority;

5.3 The Employee also agrees to promptly and without necessity of any demand, return to the Company, any and all documents, records, or writings made or obtained by the Employee in the course of his/her employment with the Company, on expiry or termination of this Agreement for any reason whatsoever.

5.4 The Employee also agrees to sign on similar non- disclosure/ confidential agreement of any of the clients of the Company as and when required/ requested by the Company.

TESTYANTRA

5.5 The Employee agrees and undertakes not to take up employment with the existing clients of the Company during the subsistence of the Agreement without prior written consent of the Company.

5.6 The Employee agrees and confirms that he/she will not accept any offer of employment from any customer, where he/she had worked during the course of employment with the Company for a continuous period of 6 months immediately preceding the termination of his/her employment in the Company.

5.7 The Employee agrees and undertakes not to either directly or indirectly solicit the employees, customers, clients of the Company post termination of the his/her employment in the Company.

6. <u>SIMULTANEOUS EMPLOYMENT/ EDUCATION:</u>

6.1 The Parties agree that during the term of this Agreement, the Employee shall not, under any circumstances, be permitted to work for any other company or firm or person, either whole time or part time, to own, or in any way be associated with any company or firm or proprietorship concern as advisor, director or partner, whether paid or not, for his services, without prior written permission from the Company.

6.2 The Employee may pursue further education with the prior written consent of the Company. However, any such further education shall not in any way affect the work/ business of the Company.

7. EMPLOYEE'S OBLIGATIONS:

7.1 The Employee agrees to carry out all the duties assigned by the Company with all due diligence and loyalty and keeping the Company's interest paramount.

7.2 The Employee agrees to not directly/ indirectly receive or accept for Employee's own benefit any commission, rebate, discount or profit from any person/ firm/ company having business transactions with the Company.

7.3 Employee agrees to supervise the work of Employee's subordinates and shall always ensure proper and effective implementation and compliance of all the rules and regulations of the Company.

7.4 The Employee shall not commit any illegal act/ breach of trust or bring any civil/ criminal or any such other liability on the Company. In any such event, the Employee alone will be liable for all such liabilities/ wrongs done.

TESTYANTRA

7.5 During the term of this Agreement, the Employee agrees to be bound by the policies framed and enforced by the Company from time to time.

8. DOCUMENTS PROVIDED TO THE COMPANY:

8.1 The Employee for the purpose of the employment has provided the Company with the following documents and upload the Documents on the HR portal. This Is mandatory, contact HR team for further information

8.2 The Parties agree that the Company has offered employment to the Employee on the basis of the above mentioned documents and information provided by the Employee and on the understanding that there is nothing in the Employee's past record which should have prevented in the Company from offering employment to the Employee under this Agreement. If any of the above documents/ information is found to be incorrect or false or in the opinion of the Company is incorrect/ false, or if the Employee has suppressed any material information, the Company shall have the option of terminating this Agreement forthwith without any prior notice or salary in lieu of such notice to the Employee.

8.3 This Agreement shall supersede any prior agreements/ understandings between the Company and the Employee. Any amendment/ alteration to this Agreement shall be in writing and shall be signed by both the parties.

8.4 If, for any reason, any provision of this Agreement is held invalid, all other provisions of this Agreement shall remain in full force and effect.

9. DISPUTE RESOLUTION AND GOVERNING LAW:

9.1 In the event of any dispute between the parties, such dispute shall be referred to the sole arbitrator appointed by the Company. The place of arbitration shall be in Bengaluru. The award passed by the Arbitrator shall be final and binding on the parties.

9.2 Subject to Clause 9.1, this Agreement shall be governed by the laws of India irrespective of conflict of law provisions and the Courts in Bengaluru shall have the exclusive jurisdiction to deal with the disputes arising out of this Agreement.

10. Notice: Any notice and other communications provided for in this Agreement shall be in writing and shall be first transmitted by email and then confirmed by Speed Post, in the manner as elected by the Party giving such notice to the following addresses:

In the case of notices to the Company:

Address : #88, Brigade Chambers, 3rd floor, Gandhi Bazar Main Road, Basavanagudi, Bengaluru – 560004
Attention : HR Department
E-mail : hr@testyantra.com

TESTYANTRA

All notices shall be deemed to have been validly given on (a) the Business Day immediately after the date of transmission with confirmed answer back, if transmitted by facsimile/electronic transmission, or (b) the Business Day of receipt, if transmitted by courier or registered airmail.

Any Party may, from time to time, change its address or representative for receipt of notices provided for in this Agreement by giving to the other Party not less than 30 days prior written notice.

IN WITNESS THEREOF the parties hereto have set and subscribed their respective signatures and seal on the day, month and year first written herein above:

M/s Test Yantra Software Solutions (India) Pvt. Ltd **Employee**



_____ _____

Authorized Signatory **Signature**

Schedule

Cost to Company details

Salary Breakup		
Name:	**Dattatraya Sanjay Sushir**	
Designation:	**Software Test Engineer**	
Location:	**Bengaluru**	
Company/Business Unit:	**Test Yantra Software Solutions India Pvt Ltd**	
Basic and Other Allowances		
Salary Components	**Monthly**	**Yearly**
Basic + DA	16859	202308
HRA	6744	80923
Statutory Bonus	1404	16852
Special Allowances	14667	176005
Total Gross	**39674**	**476088**
Deductions		
EPF Employee	1800	21600
Professional Tax	200	2400
Medical Insurance	200	2400
Total	2200	26400
Net Pay	37474	449688
Benefits		
EPF Employer	1800	21600
Gratuity	1485	17823
GPA Insurance	375	4500
Total	3660	43923
Total CTC	**43334**	**520011**

Note: Take home Salary is subject to Income Tax deduction as per Section 192B of Income tax act, 1961.You can avail tax reduction, by declaring your Investments to HR team at the time of Joining the Company.

SALARY COMPENSATION AND BENEFITS

An employee of Test Yantra is eligible for all statutory compensation and benefits. This is as per the **COMPENSATION AND BENEFIT** Policy of Test Yantra Software Solutions. Employee is requested to follow the guidelines and process as per the Policy, which will be shared at the time of Joining.

At the discretion of the management, the non-statutory benefits may be extended to an employee based on the market situations.

STATUTORY BENEFITS

The following Compensation and Benefits are statutory in nature and are available to all eligible employees

1. Salary
2. Provident Fund
3. Gratuity
4. ESI Medical benefit
5. Maternity benefit & Paternity benefit – As per Maternity act and maternity policy adopted by Test Yantra.

NON - STATUTORY BENEFITS

The company provides the following benefits to all or sections of employees based on certain employment, performance criteria and career bands. They are meant to provide additional benefits to employees, act as a motivator in their career and to take care of their life style requirements. The award of these benefits are solely under the discretion of the management.

The following is the list of Non Statutory Benefits:

1. Group Insurance Scheme (Accident and Death)
2. Group Health Insurance Scheme (Hospitalization)
3. Sabbatical Leave
4. Extended Maternity Leave

Note: Employee must read the company policies available in the HR portal and shall be eligible to avail the benefits as per the policy adopted by Test Yantra Software Solutions

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 22-09-2023

Dear Harshad Lalitkumar Khatri,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("**Company**") on the following terms:

1. DESIGNATION & BAND

You will be designated as "**Senior Executive - Operations and Service, Rural Branch Operations, Rural Cash and Service**" at **GB01B Band.**

2. PERIOD OF EMPLOYMENT

2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **28-09-2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1. You shall be based in our **Raver** office but may be required to serve the Company in any place within or outside India, as required.

3.2. You may be required to travel nationally and internationally on the business of the Company.

3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1. Your basic salary will be **Rs. 8000/-** (**Rupees Eight Thousand only**) and your house rent allowance will be **Rs. 4000 /-** (**Rupees Four Thousand only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

5.1. The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (Ninety days)** written notice to the other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's HRMS.

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time, without assigning any reason whatsoever, by giving you notice in writing or pay in lieu of notice period.

5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby, not to make any announcement of your termination/ resignation, unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

5.4. **Obligations arising out of termination:** You hereby agree that:

(a) on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored / exchanged on social media (such as Twitter, Skype, Facebook, YouTube, Flickr, LinkedIn, Wikis, Google+ etc.) or any other networking platform, online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content (**"Digital Media"**).

(b) After termination of employment, all or any information of the company shall be considered to be Confidential Information and you will continue to be under an obligation to maintain confidentiality about any tangible or intangible information of the Company. Accordingly, you shall restrain from indulging in spreading of any false / defamatory / instigating / abetting / unlawful content on "Digital Media" (as described in Clause 5.4 above) which may prejudicially impact (directly or indirectly) the reputation of the Company and /or its group companies, subsidiaries, affiliates, or other partnerships.

(c) In the event that your employment is terminated by the Company or by you prior to 12 months from your employment Commencement Date, you hereby agree to pay back the entire lumpsum amount (whether in the form of sign on amount or joining bonus or notice period buy out or any other form of payment) if any received by you, within 30 days after such termination.

6. ANNUAL SALARY REVISION

6.1 We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.

6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.

7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.

7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

8. COMPANY POLICIES AND PROCEDURE

8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.

8.3 Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.

9.2 You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;

10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or

10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.

12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation, you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

For Bajaj Finance Limited,

Thomas Augustine
Head – Human Resources

Encl: Annexure

*I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on*_____.

Signature : _____

Name : _____

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

Annexure - A

Detailed Salary Structure

Date : 22-09-2023
Name : Harshad Lalitkumar Khatri
Band : GB01B

Component	Monthly	Yearly
Basic	8000	96000
House Rent Allowance	4000	48000
Special Allowance	4885	58626
Employer PF Contribution	1546	18555
Employer ESIC Contribution.	646	7757
Statutory Bonus	3005	36062
Total Fixed Salary	22083	265000
Gratuity	385	4618
Performance Pay	5521	66250
TCC without Cross Sell	27989	335868
Net Pay	18195	218342

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
  Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.

- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000** /- (**Rupees Twenty lacs only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 3,000,000** /- (**Rupees Thirty lacs only**).

Bajaj Finance Limited
Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India
Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961
www.bajajfinserv.in/finance

- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /-** (**Rupees Three lacs only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name : _____

Date : _____

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance

Letter of Appointment

BTW/2023/HR - 45

Date: 4th August 2023

To,
Mr. Kuldip Tukaram Werulkar
At Post Morgaon Bhalekar
TQ-dist, Akola - 444109

Sub: Letter of Appointment

With reference to your application and subsequent interview with us we are pleased to appoint you as **"Insurance Executive"** at Pune w.e.f. 4th August 2023 on the following terms and conditions: -

a) Salary structure – You will be paid a yearly salary of **Rs. 1,57,200/-** (One lakh fifty seven thousand two hundred only). The details of your salary break up with components are mentioned in the enclosed Annexure.

b) You're reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her.

c) You will be on the probation period of six months

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A.

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3. **Working Hours:**
   The regular working hours of the company are from 10.00 am to 7.00 pm including 30 minutes for lunch break.

FORM ' H ' / नमुना 'ह'

(See rule 17 / नियम १७ पहा)

CERTIFICATE OF REGISTRATION

नोंदणीचे प्रमाणपत्र

Your Service is Our Duty

सत्यमेव जयते

THE INDIAN PARTNERSHIP ACT, 1932

(ACT NO. IX OF 1932)

भारतीय भागीदारी अधिनियम, १९३२

(सन १९३२ चा अधिनियम क्रमांक ९)

Registration No. **NG000007736**

It is certified that a firm by name " **GANADHISH HEIGHTS** "

with its head office at **SHOP NO 7 , MAA JIJAU SANKUL NAGAR PARISHAD , NANDURA ROAD , KHAMGAON , Khamgaon , Buldana , Maharashtra , 444303.**

India has this day been duly registered under The Indian Partnership Act, 1932 (Act No. IX of 1932).

या द्वारे असे प्रमाणित करण्यात येते आहे की, **दुकान नं ७ , माँ जिजाऊ संकुल नगर परिषद , नांदुरा रोड , खामगाव , खंगओन , बुलडाणा , महाराष्ट्र , ४४४३०३.**

India

येथे मुख्यालय असलेल्या " **गणाधीश हाईट्स** "

या नावच्या संस्थेची **२१ Jun, २०२२** या दिवशी भारतीय भागीदारी अधिनियम, १९३२ (सन १९३२ चा अधिनियम क्रमांक ९) अन्वये योग्य रीतीने नोंदणी करण्यात आली आहे.

Given under my hands this **21 Jun, 2022**

दिनांक **२१ Jun, २०२२** या दिवशी माझ्या सहीने देण्यात आले.

SEAL OF THE ASST. REGISTRAR OF FIRMS NAGPUR

Signature valid

Digitally Signed by
N Deshpande
Asst. Registrar Of Firms, Nagpur



महाराष्ट्र MAHARASHTRA ◐ 2021 ◐ BM 579279

905 तारीख 18/05/2022

अ.मु. नांव गणाधीश) हाईट्स तर्फे सचिव गजानन टिडोले (भागीदार)

Code No. [illegible]

सही

मुद्रांक विक्रेता खामगांव

SUB TREASURY OFFICE KHAMGAON
Date of Issue.....
27 APR 2022
Sub Tresasury Officer Khamgaon

PARTNERSHIP DEED

GANADHISH HEIGHTS

THIS DEED OF PARTNERSHIP made and executed at Khamgaon on this 19th Day of the month of May in the year Two Thousand Twenty-Two.

AMONGST

1) **MR SACHIN GAJANAN TIDOLE,** aged about 50 years, Occupation: Business, address: Plot No. 1, DP Road, Vivekanand Colony, Khamgaon– 444303, Dist: Buldhana hereinafter referred tco as **"THE FIRST PARTNER"** (which expression shall unless repugnant to the context or meaning thereof shall mean and include his heirs, executors and administrators),

2) **MR PANKAJ WAMANRAO GHULE,** aged about 49 years, Occupation: Business, address: Plot No 19, Opp Panchayat Samiti, Nandura Road, Khamgaon – 444303, Dist: Buldhana hereinafter referred to as **"THE SECOND PARTNER"** (which expression shall unless repugnant to the context or meaning thereof shall mean and include his heirs, executors and administrators)

3) **MR MOHAMMED RIZWAN ABDUR RAZZAQUE BHURANI,** aged about 40 years, Occupation: Business, address: Property No 230, Main Road, Jeans Park, Balaji Plot, Khamgaon – 444303, Dist: Buldhana hereinafter referred to as **"THE THIRD PARTNER"** (which expression shall unless repugnant to the context or meaning thereof shall mean and include his heirs, executors and administrators)

4) **MR PRITESH MANOJ MODI,** aged about 24 years, Occupation: Business, address: Plot No 9, Pushpanjali, Water Filter Road, Waman Nagar, Khamgaon – 444303, Dist: Buldhana hereinafter referred to as **"THE FOURTH PARTNER"** (which expression shall unless repugnant to the context or meaning thereof shall mean and include his heirs, executors and administrators) AND

5) **MR RAHUL HARIKISAN DANGRA,** aged about 40 years, Occupation: Business, address: Flat No 101, Mayuresh Apartment, DP Road, Khamgaon - 444303, Dist: Buldhana, hereinafter referred to as **"THE FIFTHPARTNER"** (which expression shall unless repugnant to the context or meaning thereof shall mean and include his heirs, executors and administrators)

(All the partners hereinafter collectively referred to as **"THE PARTIES TO THIS DEED"**)

WHEREAS the parties to this deed decided to join hands with a view to form a partnership firm to carry on the business of development of real estates, land development, builders and promoters, renting of immovable properties in general and to undertake related activities or such activities as they may desire, in the name and style of "**Ganadhish Heights**", having its address at Shop No 7, Maa Jijau Sankul Nagar Parishad, Nandura Road, Khamgaon – 444303, Dist: Buldhana.

AND WHEREAS it was considered expedient to reduce in writing the terms and conditions agreed upon by and among the parties to deed according to which the business would be carried on and which shall govern the relations of the parties in respect of business of the firm.

NOW THIS INDENTURE WITNESSETH AS FOLLOWS:

NAME, DOMICILE AND COMMENCEMENT

1) That the partnership business shall be carried on under the name and style of **"Ganadhish Heights"** or such other name as may be mutually decided by all the partners.

2) That the place of business shall be at Shop No 7, Maa Jijau Sankul Nagar Parishad, Nandura Road, Khamgaon – 444303, Dist: Buldhana or such other place or places as may be mutually decided by all the partners.

3) That the business of the partnership firm shall be deemed to have commenced from May 19, 2022

4) That the business of the partnership firm shall be that of development of real estates, land development, builders and promoters, renting of immovable properties in general and to undertake related activities.

5) That the partnership firm may carry on any other business by the mutual agreement between the partners.

DURATION AND ACCOUNTING YEAR

6) The partnership shall be a partnership at will.

7) That the accounting year of the firm shall be ending on 31st March every year. The first accounting year shall be ending on 31st March 2023.

8) That at the end of every accounting year the accounts of the firm shall be examined and the correctness of the profit and loss account and balance sheet shall be ascertained by one or more of the partners.

9) That the books of accounts of the firm shall be kept at the place of its business or as may be decided by the partners and shall be maintained in accordance with law.

10) That every partner shall have right to inspect the account books of the partnership firm.

CAPITAL

11) That the capital of the firm, for the time being, shall be Rs. 50,000/- (Rs Fifty Thousand only) which will be contributed as follows:

SI	NAME OF THE PARTNER	AMOUNT (Rs)
1	Mr Sachin Gajanan Tidole (The First Partner)	15,000/-
2	Mr Pankaj Wamanrao Ghule(The Second Partner)	10,000/-
3	Mr Mohammed Rizwan Abdur Razzaque Bhurani (The Third Partner)	10,000/-
4	Mr. Pritesh Manoj Modi (The Fourth Partner)	10,000/-
5	Mr Rahul Harikisan Dangra (The Fifth Partner)	5,000/-
	TOTAL	50,000/-

Provided further that the partners may by mutual agreement increase or decrease the capital and their respective contribution thereto; and provided further, the partners may instead of raising the capital of the firm, advance, such money by way of loan to the firm as may be considered expedient.

INTEREST

12) The partners shall be paid interest at such rate not exceeding the rate as provided under Section 40(b) of the Income Tax Act, 1961 (which is currently 12% p.a.) and as amended from time to time or under any other enactment as may be applicable at that time on their credit balances standing in their capital and current account, if any, from time to time. However, the partner/s may accept lesser amount or even waive the amount receivable.

REMUNERATION TO PARTNERS

13) (A) That all the partners shall be working partners of the firm and shall be entitled for remuneration as below:

Sl No	Name of the Partner	Yearly Remuneration (Rs)
1	Mr Sachin Gajanan Tidole (The First Partner)	50,00,000/-
2	Mr Pankaj Wamanrao Ghule(The Second Partner)	50,00,000/-
3	Mr Mohammed Rizwan Abdur Razzaque Bhurani (The Third Partner)	50,00,000/-
4	Mr. Pritesh Manoj Modi (The Fourth Partner)	50,00,000/-
5	Mr Rahul Harikisan Dangra (The Fifth Partner)	50,00,000/-

However, the total remuneration shall be restricted to the amount as calculated under the provisions of Income Tax Act, 1961 or any other enactment as may be applicable. If the remuneration as calculated as per the provisions of IT Act is less than amount entitled for, the partner/s may accept less amount or even waive the amount receivable. The partner/s may accept lesser or waive the remuneration in other circumstances also.

SHARE IN PROFITS AND LOSSES

14) That the Profit & Loss Account of the partnership firm shall be drawn up on generally accepted accounting principles, at the end of every accounting year, after considering the actual expenses incurred for construction as well as administration of the business and after making provision for all known liabilities incurred. The profits or loss arrived at in the aforesaid manner shall be divided or borne as follows:

Sl No.	NAME OF THE PARTNER	SHARE IN PROFIT (%)	SHARE IN LOSS (%)
1	Mr Sachin Gajanan Tidole (The First Partner)	30%	30%
2	Mr Pankaj Wamanrao Ghule (The Second Partner)	20%	20%
3	Mr Mohammed Rizwan Abdur Razzaque Bhurani (The Third Partner)	20%	20%
4	Mr. Pritesh Manoj Modi (The Fourth Partner)	20%	20%
5	Mr Rahul Harikisan Dangra (The Fifth Partner)	10%	10%
	TOTAL	**100%**	**100%**

And the amount falling to the share of each partner, on taking annual accounts as aforesaid, shall be credited or debited, as the case may be, to his personal account in the books of the firm.

RETIREMENT

15) If any partner shall, at any time during the subsistence of the partnership, be desirous of retiring from the firm, it shall be competent for him to do so by giving three months notice in writing to other partner.

16) That on the retirement of any partner/ partners, the firm shall not be dissolved. The remaining partner/s shall be entitled to carry on the business of the partnership firm. The retired partner/ partners shall be paid the balance standing to the credit of his capital account and/ or current account along-with the share of profit or loss till the date of his retirement. This amount may also be paid within six months to the retired partner or if he does not survive till that time, to his nominee/ legal heir. The retiring partner or his nominee/ legal heir shall not have any right whatsoever in the partnership firm on such payment.

RIGHTS, POWERS, DUTIES AND RESPONSIBILITIES

17) That all the partners shall regularly pay and discharge their separate/ personal dues and liabilities and shall indemnify the firm against the same.

18) That any of the parties to this deed is hereby authorized to quote for the tenders, accept measurements, to receive payments and to sign any documents as and when required in connection with the any routine office work or any Government department or court of law or he may appoint any person / persons a lawful attorney of the firm time to time to execute work/ works, on behalf of the firm with confidence of remaining partners.

19) For the purpose of execution of any transaction including sale deeds at sub-registrar office, signature of all parties to this deed would be required.

20) That the firm shall maintain one or more than one banking account with one or more than one bank/ credit co-op society of repute, as may be decided upon by the partners for the time being of the firm and such account or accounts shall be operated by any two of the Partners or as mutually decided by the all the partners.

21) That the firm shall be entitled to borrow money from banks, financial institutions or finance companies or leasing companies as per the requirements or needs of business. The firm shall also be entitled to borrow money from any other person as per needs of its business.

22) That no partner shall without the previous consent in writing of other partners assign, transfer, or mortgage his share or interest in the partnership or introduce any other person as partner with him therein.

23) That in the event of demise of any partner(s), the firm shall not be dissolved. Any one person representing the deceased partner being the nominee/ legal heir would step into the shoes of the deceased and would be taken as partner, to which the surviving partner would have no objection.

24) That on bankruptcy of any partner or on any partner becoming incompetent to continue as a partner under any law for the time being in force, the firm shall not be dissolved. Remaining partner/s shall be entitled to carry on the business of the partnership firm. The liquidator of the bankrupt partner or the legal heir of the outgoing partner, as the case may be, shall be paid the balance standing to the credit of the partner's capital account and/ or current account along-with the share of profit or loss till the date of such event. The bankrupt partner or his nominee/ legal heir shall not have any right whatsoever in the partnership firm on such payment.

25) That the matter not specifically provided in this deed, unless otherwise mutually decided, shall be governed by the provisions of Indian Partnership Act.

ARBITRATION

26) That if at any time any dispute, doubt or question shall arise between the partners or their legal heirs regarding construction of these presents or the account, transaction, profit or loss of the business or otherwise in relation to the partnership firm, then every such dispute, doubt, or question shall be referred to the panel of arbitrators. Such panel shall consist of minimum of two persons to be appointed by majority of the partners. The decision of such panel of Arbitrators shall be final and conclusive in respect of the matters referred to arbitration. The arbitration proceedings shall be in accordance with and subject to Arbitration and Reconciliation Act, 1996 or any statutory modification or re-enactment thereof for the time being in force.

27) That no partner, in case of dispute between them, be entitled to lock up office or freeze the banking account (s) of the firm. In no case, the business of the partnership shall be closed. It shall be obligatory on the partners to refer the disputes as aforesaid to the arbitrator.

IN WITNESS WHEREOF the parties have hereunto set their respective hands and seal the day and the year here in above mentioned.

1	**Mr Sachin Gajanan Tidole (The First Partner)**	
2	**Mr Pankaj Wamanrao Ghule (The Second Partner)**	
3	**Mr Mohammed Rizwan Abdur Razzaque Bhurani (The Third Partner)**	
4	**Mr Pritesh Manoj Modi (The Fourth Partner)**	
5	**Mr Rahul Harikisan Dangra (The Fifth Partner)**	

WITNESSES

1) Ganesh Sambhaji Sakode
Shivaji Nagar Juna Peth
Khamgaon Sakode

2) Shrikrushna J. Markhede
Near of Madhuban ind Nandura
Road Khamgaon

सत्यमेव जयते

Government of India

Form GST REG-06

[See Rule 10(1)]

Registration Certificate

Registration Number : 27AAYFG2442C1ZC

1.	**Legal Name**	GANADHISH HEIGHTS			
2.	**Trade Name, if any**	GANADHISH HEIGHTS			
3.	**Additional trade names, if any**	null			
4.	**Constitution of Business**	Partnership			
5.	**Address of Principal Place of Business**	Near Kela hindi Highschool, 01, Shop no 7, Maa Jijau Sankul, Nandura Road, Khamgaon, Buldhana, Maharashtra, 444303			
6.	**Date of Liability**				
7.	**Period of Validity**	From	15/09/2022	To	Not Applicable
8.	**Type of Registration**	Regular			
9	**Particulars of Approving Authority**	Maharashtra			
Signature					

Name	JAYASHRI MAHADEV KHANDAGALE
Designation	State Tax Officer
Jurisdictional Office	KHAMGAON_701
9. Date of issue of Certificate	15/09/2022
Note: The registration certificate is required to be prominently displayed at all places of business in the State.	

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 15/09/2022 by the jurisdictional authority.

सत्यमेव जयते

Annexure A

GSTIN	27AAYFG2442C1ZC
Legal Name	GANADHISH HEIGHTS
Trade Name, if any	GANADHISH HEIGHTS
Additional trade names, if any	null

Details of Additional Places of Business

Total Number of Additional Places of Business in the State	0

सत्यमेव जयते

Annexure B

GSTIN	27AAYFG2442C1ZC
Legal Name	GANADHISH HEIGHTS
Trade Name, if any	GANADHISH HEIGHTS
Additional trade names, if any	null

Details of Managing / Authorized Partners

1		Name	Sachin Gajanan Tidole
		Designation/Status	Partner
		Resident of State	Maharashtra
2		Name	Pritesh Manoj Modi
		Designation/Status	Partner
		Resident of State	Maharashtra
3		Name	Pankaj Wamanrao Ghule
		Designation/Status	Partner
		Resident of State	Maharashtra
4		Name	MOHAMMED RIZWAN ABDUR RAZZAQUE
		Designation/Status	Partner
		Resident of State	Maharashtra
5		Name	Rahul Harikisan Dangra
		Designation/Status	Partner
		Resident of State	Maharashtra

60/21-22

SBI MUTUAL FUND
A PARTNER FOR LIFE

SBI Funds Management Private limited
A joint venture between SBI & AMUNDI
(CIN:U65990MH1992PTC065289)

SBIFM/HR/2021/

Date: 22 November 2021

Raj Mehul Shah
Kastur Baug, Behind Tilak Smarak Mandir
Others
444303

Appointment As - Sales Executive

Dear Raj,

With reference to the meetings and discussion you had with us, we are pleased to inform you that, you have been selected for the position of **Executive (1A) - SBG** in our company at **Maharashtra-Solapur** location, subject to the completion of the following:

1) Passing the medical fitness in our Pre-Employment Medical Check Up
2) Background Verification (Educational Documents, Employment History, Criminal Record etc.)
3) Submission of NISM V-A certificate (all customer facing employees)

As per mutually agreed terms and conditions, you are required to join us on or before **01 December 2021**. Your annual gross remuneration will be **Rs. 400,000.00** per annum. Kindly refer to the Compensation and Benefits annexure for the full details.

To confirm your acceptance of this appointment letter kindly return the duplicate copy of this letter duly signed.

We are fully committed to support you in your pursuit of a professional career with us and we look forward to a long & successful association.

Yours Sincerely,

Amit Singh
Head – Human Resources,

Enclosures:
Annexure A : Compensation & Benefits
Annexure B : Terms & Conditions of employment
Annexure C : Mandatory Documents to be submitted

Annexure A

COMPENSATION & BENEFITS

I. Compensation

Name	Raj Mehul Shah	
Band & Designation	1A - Executive	
Department	SBG	
Location	Maharashtra-Solapur	
Region	Maharashtra	
Zone	WEST	
Basic	15,000.00	180,000.00
HRA	6,000.00	72,000.00
LTA	675.00	8,100.00
Lunch	600.00	7,200.00
Special Allowance	9,258.00	111,100.00
Employers PF Contribution	1,800.00	21,600.00
Fixed Pay	33,333.00	400,000.00
Gratuity		8,654.00
Total		408,654.00

II. Gratuity will be computed strictly as per The Payment of Gratuity Act, 1972

III. In addition to the compensation mentioned above, you are also eligible for following benefits:

1) Group Life Insurance – You will be covered for two times of your annual fixed CTC or 10 lac whichever is higher
2) Mediclaim Insurance – You will be covered for Rs. 2 Lacs/ annually (Family Floater Policy)
3) Group Personal Accident Insurance - You will be covered for two times of your annual fixed CTC

Acceptance of the Terms & Conditions of Appointment:

I accept the job offer along with compensation and benefit (annexure A) and the terms and conditions (Annexure B) detailed herein, I confirm that while in employment with SBI Funds Management Private Limited (SBIFMPL) I will abide by the Employee Code of Ethics, Code of Conduct & Employee Dealing Policy of SBIFMPL.

Name	Signature

Please accept the offer letter through system as your confirmation of acceptance of our offer, within 5 days of receipt of this letter. Your acceptance of the offer over the system will constitute a binding agreement between you and SBI Funds Management Pvt.Ltd effective from the date of acceptance.

Annexure B

TERMS AND CONDITIONS

The following are the terms and conditions of your employment at SBIFMPL.

1. Medical Fitness, Background Verification & NISM Certification

Your appointment is subject to:

1.1. Your being found medically fit in Pre-Employment Medical Check-Up and continuing to remain fit thereafter as certified by a SBIFMPL approved doctor. The Management has the right to medically examine you by any certified medical practitioner during the period of your service. In case it is found that your medical condition is not suitable to discharge duties properly, SBIFMPL reserves the right to terminate your appointment without assigning any notice.

1.2. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case the details mentioned in your application / Resume are found to be false or unsatisfactory, your appointment would be liable for termination. SBIFMPL reserve the right to terminate your appointment without assigning any notice or any compensation in lieu thereof.

1.3. Submission of dues clearance certificate and / or Relieving letter from your last employer.

1.4. Verification of the salary details shared by you pertaining to your last employment with the proof submitted to us. In case, the salary information provided by you is found to be false or incorrect, your appointment would be liable for termination at any time without assigning any notice or any compensation in lieu thereof.

1.5. Submission of valid NISM certificate (V-A Mutual Fund Distribution -MFD) prior to your joining the organization. (If applicable to the role you are performing)

1.6. The appointment is made relying upon the information furnished and representation made by you from time to time. If any such information or representation is found to be incorrect or if any material information is later detected by us which was suppressed by you, the company will have the right to terminate your service immediately without any liability whatsoever. No failure or delay on the part of SBIFMPL in exercising any power or right hereunder shall operate as a waiver thereof.

2. Place of posting

2.1. Your posting location is mentioned in the appointment letter. However, during employment with SBIFMPL, you may be posted / transferred to any of the offices / projects / departments & locations of the SBIFMPL.

2.2. The location includes existing locations of the SBIFMPL or any other new locations which SBIFMPL may start operating post your appointment.

2.3. In event of such transfer, SBIFMPL is not liable to pay any additional remuneration. The rules of your transfer will be governed by the SBIFMPL's transfer policy which is in force at the given point in time.

3. Probation & Confirmation

3.1. You will be on probation for a minimum period of one year from the date of joining and your employment confirmation in the SBIFMPL is subject to your performance and conduct being found satisfactory. On confirmation, subject to a satisfactory performance, you will be placed in the grade of Executive 1A of the organization.

3.2. During the period of probation if it is found in SBIFMPL's sole judgment that you are not fit for confirmation, your services are liable to be terminated at one month's notice or one-month salary in lieu thereof. If you wish to resign during the period of probation, you will be required to give one month's notice in writing or pay one month's salary in lieu thereof, the definition of the salary for the purpose of notice period recovery, is fixed salary payable to employee excluding retirals.

3.3. SBIFMPL shall have the right to extend your period of probation. In the absence of confirmation in writing, your probation shall be deemed to continue until further orders.

4. KRA & Sales Target During Probation Period.

Incremental 1% of Deposits of the Region

5. Leave Entitlement

5.1. You are eligible for leaves as per the SBIFMPL leave policy.

6. Remuneration

6.1. The entitlements of your compensation are subject to SBIFMPL policy, procedure and guidelines which may be issued from time to time. All perquisites and benefits including reimbursements are subject to applicable income tax rules.

6.2. Your fixed pay increase and prospects at SBIFMPL shall entirely depend on the individual, business unit and the overall SBIFMPL's performance. Increase in fixed pay in no case shall be automatic and/or a matter of right.

6.3. At any time during your employment or on termination, the Company will deduct from your Annual Gross Remuneration Package any overpayment made or amounts owed by you to the Company. This includes but is not limited to any excess holiday/ leave, outstanding loans, advances, relocation expenses, and the cost of repairing any damage or loss to SBIFMPL's property or equipment caused by you.

6.4. Since your compensation is specific to you, it is expected from you to keep your compensation confidential. It is SBIFMPL policy that employees will not discuss individual's compensation with anybody else. Any issues with respect to your compensation may be discussed with your Department Head and with the HR only.

7. Performance Linked Incentive Payments & Promotions

7.1. SBIFMPL may in its absolute discretion pay performance link incentive of such amount, at such intervals and subject to such conditions as the Company may determine from time to time in accordance with the SBIFMPL Policy.

7.2. The exercise of discretion to pay a bonus in one financial year shall not bind the Company or act as a precedent for the exercise of discretion in any other financial year.

7.3. If, on or before the date when a bonus might otherwise have been payable your employment has been terminated or either party has given notice under these terms and conditions to terminate your employment, you will not be entitled to receive any such bonus (whether in cash or any other form).

7.4. In case of ESOP, the guidelines mentioned in ESOP scheme document will be applicable.

7.5. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus, at any time without prior notice.

7.6. The promotions at SBIFMPL shall be in accordance with the SBIFMPL employee policy.

8. Canteen Facilities

8.1. Canteen facilities are available to employees at selected offices or lunch allowance will be given as per policy of the company.

9. Bus facilities

9.1. Bus drop and pick up facility is available for employees at the Corporate Office to the nearest Railway stations.

10. Phone/Mobile Reimbursement

10.1. Monthly mobile reimbursement is paid as per the SBIFMPL's Mobile/ Phone reimbursement policy.

11. Loan Facility

11.1. You are entitled for Interest subsidy (on Housing Loan) scheme/Festival Advance / Consumer Loan as per the Employee Policy in force from time to time.

12. Resignation

12.1. In case you resign from the services of the company before confirmation, but you have completed 6 months of service (for AM & above)/One year (for Executive), you will required to give three months' notice or salary in lieu thereof at our sole discretion. Similarly, in such case, the Company reserves the right to terminate the appointment, by giving three months' notice in writing or payment of salary in lieu thereof.

12.2. In case you resign from the services of the company after Confirmation, you will be required to give three months' notice or salary in lieu thereof at the company's sole discretion. Similarly, after confirmation the Company reserves the right to dispense with your services, by giving three months' notice in writing or payment of salary in lieu thereof. The definition of the salary for the purpose of notice period recovery is fixed salary payable to employee excluding retirals.

13. Notice Period

13.1. You are not allowed to avail any leaves during the notice period.

13.2. The notice pay reimbursed, if any, at the time of joining would be recovered in full in case you leave the organization with in one year from the date of joining.

14. Retirement

14.1. You will retire from the Company's services after attaining 58 years of age. The day of retirement will be the last day of the calendar month in which the employee attains the age of 58 years.

15. Termination

15.1. The Company shall have the right to suspend with or without pay and summarily dismiss or terminate your services, on account of:

15.1.1. Insubordination or disobedience of any kind against the superiors;

15.1.2. Misconduct inside or outside the premises of the Company;

15.1.3. Neglect of duties;

15.1.4. Theft, fraud or dishonesty relating to the Company's business or property;

15.1.5. Failure to observe the regulations/policies of the Company in force from time to time;

15.1.6. Breach of code of conduct of the company in force from time to time.

15.1.7. For such other misconduct on your part that maybe considered as valid ground of dismissal / suspension by the company.

15.2. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise.

15.3. The company has the right to terminate your services for any reasons other than mentioned in this letter by giving notice of three months in writing or payment of total fixed pay (excluding retirals), in lieu thereof on either side.

16. Confidentiality

16.1. In performing your duties, you may from time to time receive or obtain information/ data/ documents from

the Company or related or associated or subsidiary or affiliated company or otherwise have access to information relating to their clients or business information, business plans, systems, personnel, or other information of a confidential nature ("the Information").

16.2. You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company or of any of their customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

16.3. In consideration of the Company making the information/ data/ documents available, you undertake and agree that you will

16.3.1. Keep the Information confidential at all times and not divulge or communicate to any person/entity other than those approved in writing by the Company, the Information which you may receive or obtain.

16.3.2. Not use the Information for any purpose other than in connection with your services to the Company.

16.3.3. Immediately return or destroy (at the Company's option) the original and all copies of any records of the Information (in whatever form) and all notes and other documents embodying any of the Information on the Company's demand; or on termination or expiration of your employment contract with the Company.

16.4. Any unauthorized disclosure, modification, damage, or loss of sensitive SBIMFPL information / data may lead to a punitive action which include criminal action against the violator.

17. Restrictive Covenant

17.1. During the period of your employment with the Company you may not, directly or indirectly, have an interest in (except for purely investment purposes) or render services to any person or entity directly or indirectly in competition with the Company without the prior written consent of the Company.

17.2. You agree that for a period of three (3) months from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever, any client of the Company with whom SBIFMPL is currently (during your period of employment) running a deal/mandate or any deal/ mandate that became known to you during your employment at the Company.

17.3. You agree that for a period of six (6) months from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever, any person of SBIFMPL who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.

17.4. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person.

17.4.1. To transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or

17.4.2. To otherwise discontinue its patronage and business relationship with the Company.

17.4.3. You agree that for a period of six (6) months from termination or expiration of your employment with the Company, you shall not work at the capacity of Executive or Non-Executive member of the board of the SBIFMPL supplier, vendor or partner.

18. Assignment

18.1. If you (whether alone or with others) shall during your employment with the Company make or create an idea, method, invention, discovery, design or other work either in the course of providing your services or relating to or capable of being used in those aspects of the businesses of the Company (hereinafter called a "Work") you shall promptly disclose full details thereof to the Company and company reserve the right to use the same as per its discretion.

18.2. You (i) hereby assign to the Company all right, title and interest in said Work (whether now existing or brought into being in the future) which is or may become a copyright work anywhere in the world and (ii) shall consider yourself as a trustee for the Company in relation to all said Works and shall in either case at the request and expense of the Company do all things necessary to vest all right, title and interest in the Work in the Company or its nominee absolutely as legal and beneficial owner and to secure patent or other appropriate form of protection therefore;

18.3. You shall not (except as provided in this letter of agreement or as may be necessary in the course of your duties for the Company) disclose or make use of any Work without the Company's prior consent in writing.

19. Personnel Data Protection

19.1. The Company may be required to process, transfer and store your personal and sensitive data in any of its locations. By signing this contract, you grant your consent that the Company is permitted to hold personal information as part of our personnel and other business records and that the Company may use such information from time to time for any such purpose as they may deem fit.

19.2. You agree that the Company may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated company. This clause applies to information held, used or disclosed in any medium.

20. Conflict of Interest and External Employment

20.1. You will not, during your employment with the Company, except with the specific approval of the Company, undertake other full time or part time work, for remuneration or any work which adversely affects your professional image and integrity as an employee of the Company.

21. Receipt of Payments and Benefits from Third Parties

21.1. Subject to company's regulations issued and amended from time to time, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you or on behalf of the Company. If you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company for the amount received or the value of the benefit so obtained.

22. Intellectual Property Rights

22.1. For the purposes of this clause, "IPR" means intellectual property rights of all kinds including, in particular copyright (including copyright in computer software), inventions, trademarks/wordmarks (and associated goodwill) designs, design right, patents, confidential information and know how, database right, application for any of the forgoing , and all other intellectual and industrial property and rights of a similar or corresponding nature in any part of the world.

22.2. To the extent that ownership of IPR does not vest in the Company by operation of law, you agree that all IPR generated by you during your employment will be owned by the Company in perpetuity. You will co-operate fully, and do all acts required (at the Company's expense), to assign IPR with full title guarantee worldwide to the Company in perpetuity. You agree to appoint the Company to act as your attorney for the purposes of securing grant and ownership of the IPR. You also agree not indulge in any act, during or after your employment, to affect the validity of any IPR; all information related to the IPR as stipulated in this section shall be treated as confidential information and accordingly the obligation as set out in section 15

will apply. You also agree to waive all moral rights to all work, where the Company owns or will own the copyright or design right to it.

22.3. Nothing in this contract shall oblige the Company to seek patent or other protection for any IPR generated during the course of your employment. The Company may delegate its rights and/or obligations under this clause to a Group company or other nominee. Rights and obligations in this clause shall survive termination of your employment for any reason.

23. Information, Assets and Systems

23.1. When you join the Company, you may have access to phones, e-mail, Internet and other equipment and systems. These form part of our IT and communication systems and you will be required to use them in accordance with the SBIFMPL policies relating to them. You should refer to the code of conduct for further information on these policies.

23.2. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge in the course of your employment.

23.3. For the loss of any property of the Company in your possession, the Company will have a right to assess the loss/damage and in case the company concludes that you are responsible for the loss/damage so caused, then you shall be liable to make good of all such losses / damages to the company and the company shall have the right to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

24. Employee Policy & Changes to your Terms of Employment

24.1. Your service rules will be governed by the Employee Policy of SBIFMPL.

24.2. The Company reserve the right to make amendments to the terms and conditions of employment and such amendments will be notified to you through general communication and changes will be effective from date stated in employee communication.

24.3. In relation to the employee policy and company policy (Employee benefit) referred to in this letter, the company reserve the right to withdraw or alter their terms without notice at any time and applicability of such company policies to you/your employment may be at the discretion of the company.

25. Warranty

25.1. You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this letter.

26. Governing Law

26.1. The interpretation and enforcement of this contract shall be governed by and construed in all respects in accordance with the law of India and the parties submit to the nonexclusive jurisdiction of the Mumbai courts.

27. Code of Conduct & Employee Dealing Policy

27.1. You confirm that you shall abide by the code of conduct and employee dealing policy of the company.

28. Asset & Liability

28.1. You are responsible to declare your asset & liability in the asset & liability statement as per the timeline defined by the Company.

Annexure C

MANDATORY DOCUMENTS

- Certificates in proof of age – Birth Certificate/ School Leaving Certificate and Matriculation/S.S.C. Certificate.
- Degree Certificate & Convocation certificate awarded by University/Institutes for graduate and post-graduate level.
- Certification of any other professional courses or technical qualification.
- Experience certificate indicating clearly the period for which served and capacity in which served from the previous and present employers indicated in the application form.
- Acknowledged Resignation Letter or relieving letter from last employer.
- 1 Passport size photograph (Professional Formal Attire in white background only).
- Copy of Proof of residence [Ration card/Telephone Bill/Gas Bill/Driving Licence etc.)
- Copy of identity proof [PAN Card).
- Copy of Aadhar Card.
- Mediclaim nomination form.
- Group Term Life Insurance nomination & top up form.
- NISM V-A Certificate (Mandatory for Sales & Customer Service).
- Declaration in respect of Code of Conduct, Code of Ethics & Employee Dealing Policy, Prevention of Sexual Harassment & Gender Harassment
- Form F - Declaration in respect of Securities Holding Statement.
- Confidentiality & Conflict of Interest Declaration.
- Assets and liabilities statement for the financial year.
- PF & Gratuity Nomination form.

All above documents needs to be uploaded on the onboarding portal of successfactors (Xplore) prior to joining SBI Funds Management Pvt Ltd. For any clarifications, please reach out to your HRBP.

This Document is Certified from Page 1 to 1231

SUNIL BHIKAMCHAND SOMANI

Digitally signed by SUNIL BHIKAMCHAND SOMANI
Date: 2024.04.15 13:30:22 +05'30