

CHRIST COLLEGE PUNE

CRITERION V

METRIC 5.2.1

Percentage of
placement of outgoing
students and student
progressing to higher
education during the
last five years



5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-2023					
2022-2023	Aaron Thomas	BBA (CA)	2019	Uplers Solutions Private Limited	Rs. 313860/-
2022-2023	Abhishek Jha	BBA IB	2022	Maistering India Pvt Ltd	Rs. 321532/-
2022-2023	Abhishek Sharma	BBA IB	2022	Maistering India Pvt Ltd	Rs. 321532/-
2022-2023	Abi binoy	BBA(IB)	2023	VRBS Marketing	Rs. 189600/-
2022-2023	Abith K Sunil	BSc CS	2022	Immergro Technologies Pvt Ltd	Rs. 45000/-
2022-2023	Adesh Ghisare	BBA(IB)	2023	REDCOM International	Rs. 368400/-
2022-2023	Aditi Shivale	BBA IB	2023	ALLIMBRA.CO	Rs. 45000/-
2022-2023	Aditya Sachin Salvi	BBA	2023	Amazon Development Centre (India) Private Limited	Rs. 216000/-
2022-2023	Aishwarya Musala	BBA IB	2022	Amber Internet Solutions Pvt. Ltd.	Rs. 321532/-
2022-2023	Akansha Tribushan Chadha	BBA IB	2023	Poonawalla Fincorp Limited	Rs. 313860/-
2022-2023	Alan Dsouza	BBA	2022	Maistering India Pvt Ltd	Rs. 226420/-
2022-2023	Aleena Rakesh Kawd	BBA	2021	Weikfield	Rs. 343400/-
2022-2023	Amal James	MCOM	2022	GRROOM	Rs. 399000/-
2022-2023	Amanda	BBA(IB)	2023	CHRIST Lavasa	Rs. 368400/-
2022-2023	Amitabh Kawade	MSC CS	2022	HEXNINE	Rs. 399000/-
2022-2023	Angela Paul	BBA	2022	SkillSource IT Solutions LLP	Rs. 368400/-
2022-2023	Anish Sampson	BBA CA	2022	Amber Internet Solutions Pvt. Ltd.	Rs. 350000/-
2022-2023	Anna Gaikwad	BBA(IB)	2022	Conviction HR Pvt. Limited	Rs. 343400/-
2022-2023	Aslam Kasam Shaikh	BBA	2022	Serviont Global Solutions Ltd.	Rs. 300000/-
2022-2023	Ayaan Khan	BBA	2023	Delta Engineering Works	Rs. 343400/-
2022-2023	Boniface Swami	MSC CS	2022	HEXNINE	Rs. 226420/-
2022-2023	Bosco Ruptake	BSc CS	2022	Reflection Info Systems Pvt Ltd	Rs. 226420/-
2022-2023	Casphia Swamy	BA (ECO)	2022	Autosense Pvt Ltd	Rs. 189600/-
2022-2023	Chelsea Misquitta	BBA(IB)	2022	Aristok Technologies Pvt. Limited	Rs. 45000/-
2022-2023	Chhetry Tekbahadur	MCOM	2022	FEDO Health Technologies Pvt Ltd	Rs. 45000/-
2022-2023	Chirag Bardia	BBA(IB)	2023	Woodcraft Sales Corporation (Self Employed)	Rs. 343400/-
2022-2023	Chitra Nayak	BBA(CA)	2022	AM INFOWEB	Rs. 226420/-
2022-2023	Daniel Matthew George	BBA(IB)	2023	Hinduja Global Solutions Limited	Rs. 300000.00/-
2022-2023	Darshan Dawkhare	BBA	2022	Dharshan Industries (Self Employed)	Rs. 368400/-
2022-2023	Devyani Rao	BBA(IB)	2022	HDFC Bank	Rs. 901,600/-
2022-2023	Diveesh Yadav	BBA(CA)	2022	Cognizant	Rs. 45000/-
2022-2023	Dushyant Suthar	BSc CS	2022	Meltwater Software Pvt Ltd	Rs. 321532/-
2022-2023	Edwin Cruz	BA (ECO)	2022	Autosense Pvt Ltd	Rs. 321532/-
2022-2023	Elvina Varghese Maliakkal	BBA IB	2023	WNS Global Services Pvt. Ltd.	Rs. 593200/-
2022-2023	Fabian Dorairaj	BBA IB	2022	Meltwater Software Pvt Ltd	Rs.180000/-
2022-2023	Freya Dsouza	BBA CA	2022	Immergro Technologies Pvt Ltd	Rs. 226420/-
2022-2023	Gaurav Sharma	BBA(IB)	2022	Quess Corp Limited	Rs. 343400/-
2022-2023	Gautam Narella	BBA(IB)	2023	Jobs ladder	Rs. 368400/-
2022-2023	Geofrey Pinto	BBA	2022	Maistering India Pvt Ltd	
2022-2023	Gourav Yadhav	BBA CA	2022	Experion Technologies Pvt Ltd	Rs. 399000/-
2022-2023	Harshad Vijay Chopde	BBA	2022	WNS Global Services Pvt. Ltd.	Rs. 593200/-
2022-2023	Hazel Drebellla	BSc CS	2022	Flutura Business Solution Pvt Ltd	Rs. 226420/-
2022-2023	Himanshu Singh	BBA(IB)	2023	IGT Solutions	Rs. 216000/-
2022-2023	Isha Rajwani	BBA	2023	WNS Global	Rs. 368400/-
2022-2023	Ishaan Amlani	BBA(IB)	2022	Drip Capital Services India LLP	Rs. 660000/-
2022-2023	Jabez Johnson	BBA IB	2022	Zinoit ITES Pvt Ltd	Rs. 321532/-
2022-2023	Jadhav Pradeep	MSC CS	2022	HEXNINE	Rs. 226420/-
2022-2023	Jagan Varughese Abraham	BBA IB	2019	Carquest Canada LTD	Rs. 45000/-
2022-2023	Janhvee Priya	BBA CA	2022	Experion Technologies Pvt Ltd	Rs. 45000/-
2022-2023	Jayinder Kaushik	BSc CS	2022	Reflection Info Systems Pvt Ltd	Rs. 399000/-
2022-2023	Jebin Joy	BBA IB	2019	GTT Communications India Private Ltd.	Rs. 480000/-
2022-2023	Jemi Pattahuparmbil	MCOM	2022	Immergro Technologies Pvt Ltd	Rs. 321532/-
2022-2023	Joyal Panikker	BBA	2022	Connegt Business Solutions Ltd	Rs. 226420/-
2022-2023	Joyson Hesh	BBA(IB)	2023	NSE NCFM (SELF EMPLOYEEED)	Rs. 216000/-
2022-2023	Juliet Jenny	BSc CS	2019	Stonetomilestones Edu Tech	Rs. 226420/-
2022-2023	Justin Miranda	BBA(CA)	2022	AshMedia	Rs. 901,600/-
2022-2023	Karan Mandal	BBA(CA)	2022	TMF Group	Rs. 343400/-
2022-2023	Karima Samnani	MCOM	2022	TechCiti Software Consulting Pvt Ltd	Rs. 321532/-
2022-2023	Kaveri Krishnamurthy Nair	BBA	2019	HCL TECHNOLOGIES LTD	Rs. 45000/-
2022-2023	Kumbhar Sharad	BSc CS	2022	Meltwater Software Pvt Ltd	Rs. 226420/-
2022-2023	Kunal Yerunkar	BBA IB	2022	SG Analytics Private Ltd	Rs. 226420/-
2022-2023	Lis Maria Saju	BBA CA	2022	RAGI MEDIA	Rs. 45000/-
2022-2023	M Vishal Dora	MCOM	2022	TechCiti Software Consulting Pvt Ltd	Rs. 399000/-
2022-2023	Maliaka Azavedo	BSc CS	2022	GRROOM	Rs. 45000/-
2022-2023	Mampi Kumari	MCOM	2022	Quiko Technosoft Labs Pvt Ltd	Rs.180000/-
2022-2023	Mangan Ajil Patil	MCOM	2022	Humaniod Systems	Rs. 226420/-
2022-2023	Manisha Ramlal Choudhary	BBA IB	2023	Kamal Mattress (SELF EMPLOYEEEMENT)	Rs. 226420/-
2022-2023	Maruf Khan	BCOM	2022	Chanakya	Rs. 45000/-
2022-2023	Matrena Melgals	BBA CA	2022	RAGI MEDIA	Rs. 226420/-
2022-2023	Mayuresh Rajkumar Magar	BBA(CA)	2022	Mphasis	Rs. 189600/-
2022-2023	Mebin Varghese	BBA(IB)	2023	MACFOS	Rs. 207560/-
2022-2023	Mihir Desai	BCOM	2022	Droid7 Technologies	
2022-2023	Mohd Asif	MSC CS	2022	Glance Digital Experience Ptv Ltd	Rs. 45000/-
2022-2023	Nabatta Winnie	MCOM	2022	Quiko Technosoft Labs Pvt Ltd	Rs. 399000/-
2022-2023	Namita Kumari	BCOM	2022	Glance Digital Experience Ptv Ltd	Rs.180000/-

2022-2023	Nashon Dsouza	BBA	2022	Tech Mahindra Business Service	Rs. 343400/-
2022-2023	Navya gupta	BBA(IB)	2023	Social Shout	Rs. 216000/-
2022-2023	Neha Singh	BBA	2019	Cerner Healthcare Solutions India Private Limited	Rs. 399000/-
2022-2023	Nickson Jose	MCOM	2022	Glance Digital Experience Pvt Ltd	Rs. 321532/-
2022-2023	Nikhil Gupta	BBA CA	2022	RAGI MEDIA	Rs. 399000/-
2022-2023	Nikita Sah	BBA(CA)	2022	Seligent Consulting Private Limited	Rs. 901,600/-
2022-2023	Nishelle Shaji	BBA	2023	EXL	Rs.180000/-
2022-2023	Pallamma Vyankatyya	BSc CS	2022	RAGI MEDIA	Rs. 226420/-
2022-2023	Pallavi Bagrecha	MCOM	2022	FEDO Health Technologies Pvt Ltd	Rs. 399000/-
2022-2023	Panikar SHAJAN	BSc CS	2022	RAGI MEDIA	Rs. 226420/-
2022-2023	Pheba Maruthimoottil	BSc CS	2022	RAGI MEDIA	Rs. 321532/-
2022-2023	Poornima Dodke	BSc CS	2022	RAGI MEDIA	Rs. 45000/-
2022-2023	Prakash Chavan	BBA(CA)	2019	Illuminist Creation	Rs. 480000/-
2022-2023	Pranit Rane	MSC CS	2022	FEDO Health Technologies Pvt Ltd	Rs. 226420/-
2022-2023	Prerana Singh	MCOM	2022	Droid7 Technologies	
2022-2023	Rajshree jena	BBA	2023	Concentrix	Rs. 343400/-
2022-2023	Rameeza Shaikh	BBA	2022	Meltwater Software Pvt Ltd	Rs. 226420/-
2022-2023	Ravindra Chaudhari	BBA CA	2022	The Gift City	Rs. 313860/-
2022-2023	Rufus Samuel	BBA	2021	Northern Trust, Kharadi	Rs. 216000/-
2022-2023	Rushikesh Wagh	MCOM	2022	Humaniod Systems	Rs. 45000/-
2022-2023	Ruyana Saldhana	BCOM	2022	Chanakya	Rs. 321532/-
2022-2023	Saby Almeida	BCOM	2022	FEDO Health Technologies Pvt Ltd	Rs.180000/-
2022-2023	Sachin Sharma	MCOM	2022	TechCiti Software Consulting Pvt Ltd	Rs. 399000/-
2022-2023	Sagar Salunke	BBA(CA)	2022	Shivsagar Sports(Self Employed)	Rs. 901,600/-
2022-2023	Sakshi Jain	BSc CS	2022	Flutura Business Solution Pvt Ltd	Rs. 321532/-
2022-2023	Samiksha Gaware	BBA	2023	ID Medical Group	Rs.500000.00/-
2022-2023	Sana Shaikh	BBA	2022	Meltwater Software Pvt Ltd	Rs. 321532/-
2022-2023	Sandhya Chauhan	BBA	2023	WNS Global Services Pvt. Ltd.	Rs. 343400/-
2022-2023	Sanika Lopes	BBA IB	2023	PeopleLink Unified Communication	Rs. 45000/-
2022-2023	Sanika Nitin Chanvan	BBA(IB)	2022	Amazon	Rs. 480000/-
2022-2023	Saurabh Salke	BCOM	2022	Droid7 Technologies	Rs. 226420/-
2022-2023	Seena Saji	MCOM	2022	Chanakya	Rs.180000/-
2022-2023	Sethi Sukhpreet Rvindersingh	BBA(CA)	2022	Pazcare	Rs. 343400/-
2022-2023	Shabnam Shaikh	BSc CS	2022	Flutura Business Solution Pvt Ltd	Rs. 321532/-
2022-2023	Sharon Sheji	BCOM	2022	Humaniod Systems	Rs. 321532/-
2022-2023	Shaveena Manezes	BBA CA	2022	RAGI MEDIA	Rs. 321532/-
2022-2023	Sheriphine Edwin	BBA IB	2022	Adecco India Pvt Ltd	Rs. 593200/-
2022-2023	Shikha Pandey	MCOM	2022	Droid7 Technologies	Rs.180000/-
2022-2023	Shiva Honnalli	BBA(IB)	2023	Sun Engineering works	Rs. 216000/-
2022-2023	Shreya Bagmar	BBA IB	2023	Qess Corp Limited	Rs. 313860/-
2022-2023	Shubham Das	BBA	2022	Allstate Solutions Pvt Ltd	Rs. 321532/-
2022-2023	Siddharth Chandhe	BBA(IB)	2022	Shree Ectrusions	Rs. 480000/-
2022-2023	Simon Sam	MSC CS	2022	HEXNINE	Rs. 45000/-
2022-2023	Soham Kurlhade	MCOM	2022	Immergro Technologies Pvt Ltd	Rs. 45000/-
2022-2023	Soni Baby	BCOM	2022	Glance Digital Experience Pvt Ltd	Rs. 226420/-
2022-2023	Stephen Choure	BBA(IB)	2022	Sakon	Rs.380000/-
2022-2023	Steven Motiwel	BBA CA	2023	Pangea	Rs. 189600/-
2022-2023	Sylvester Fernandes	BBA(CA)	2022	IDMISSION SOLUTION PVT.LTD	Rs. 45000/-
2022-2023	Tejas Rajesh Ambavale	BBA(IB)	2022	WNS Global Services Pvt. Ltd.	Rs. 45000/-
2022-2023	Tejaswini Lakudwan	MSC CS	2022	Humaniod Systems	Rs. 189600/-
2022-2023	Unde Anosh Samson	BBA	2022	IGT Solution Pvt Ltd	Rs. 593200/-
2022-2023	Utkarsh Chandraprakash Pandey	BBA(IB)	2022	Sokrati Technologies Pvt. Ltd.	Rs. 343400/-
2022-2023	V Raswanth	BBA(CA)	2022	EarlySalary Services Private Ltd	Rs. 300000/-
2022-2023	Vaishnavi Sharma	BBA(IB)	2022	Wipro Careers	Rs. 480000/-
2022-2023	valekar	BBA	2023	ONDIRECT	Rs. 189600/-
2022-2023	Varsha Rani	BBA	2023	Neritic Industry	Rs. 216000/-
2022-2023	Vaseem Jafar	BBA IB	2023	MyNature Aquatics (SELF EMPLOYEMENT)	Rs. 593200/-
2022-2023	Viraj Ghule	BBA(CA)	2023	Altrust Technologies	Rs. 216000/-
2022-2023	Vishal Suresh Pharne	BBA	2019	Accenture	Rs. 343400/-
2022-2023	Vishwajeet Galande	BBA CA	2022	Saiya Software Pvt Ltd	Rs. 480000/-
2022-2023	Xavier Tribhuvan	BBA IB	2022	Facile	Rs. 321532/-
2022-2023	Yashi Tiwari	BCOM	2022	Chanakya	Rs.180000/-
2022-2023	Yogesh Katariya	MSC CS	2022	HEXNINE	Rs. 399000/-
2022-2023	Urvesh Umesh Patel	Bcom	2023	Tata Consultancy Services	306455
2022-2023	Pratyusha Talukder	Bcom	2023	Tata Consultancy Services	257890
2022-2023	Vikas Pathak	Bcom	2023	R.S. Mutha @ Co	260003
2022-2023	Fiza Salim Shaikh	Mcom	2023	Deutsche Bank	304066
2022-2023	Akash Misra	Mcom	2023	TeamLease Services Ltd	294552
2022-2023	Saju Shibu Mathoor	Mcom	2023	Infosys	263489
2022-2023	Joshua Rodrick	BSC	2023	Transcend Music Academy	252119
2022-2023	Arpita Manoj Katariya	Msc	2023	Core Integra	277358
2022-2023	Joshua Sathe	Bsc	2023	WNS	303941
2022-2023	Manasi Angane	Msc	2023	Tata Communications Transformation Services Ltd,	281979
2022-2023	Jennifer Anthony Deruz,	Bsc	2023	Mindpool Technologies Ltd.	269736
2022-2023	Alphonsa Amalia Mathew Braganza	Bsc	2023	Tech Mahindra	260954
2022-2023	Romila Roman Souza	Bsc	2023	OnDirect	322749
2022-2023	Alex Pandit	Bsc	2023	Glassberry IT Solutions Pvt. Ltd	287208
2022-2023	Ankit Kale	Msc	2023	Elitser Infotech Pvt. Ltd.	269368
2022-2023	Anirudh Devarajan	Msc	2023	iPERCEPT Consulting Pvt. Ltd.	311996
2022-2023	Navinee Thorat	Msc	2023	iPERCEPT Consulting Pvt. Ltd.	257651

2022-2023	Samara Sequeira	Msc	2023	iPERCEPT Consulting Pvt. Ltd.	280750
2022-2023	Seema Duddagi	Msc	2023	Infosis	261734
2022-2023	MD Zahid Khan,	Msc	2023	Cognizant Technology Solutions India Private Limited	315241
Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2022-2023					
2022-2023	Chauhan Anish Rakesh	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Kaif Karim Inamdar	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	kusum sanjay yadav	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Sreerajalakshmi B	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Pranay Pravin Dhage	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Rahul Dattatray Korhale	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	VIVEK MANDAWAT	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Mathew Simon Waghmare	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Sayali Sitaram Yadav	Bcom	2023	CHRIST College Pune	Mcom
2022-2023	Jadhav Sujeeet Shivaji	Bsc(CS)	2023	FERGUSSON COLLEGE (AUTONOMOUS)	MSC
2022-2023	Shruti Ganesh Galande	Bsc(CS)	2023	Christ College	MSC
2022-2023	Austin Wilson Parge	Bsc(CS)	2023	MIT Kothrud	MSC
2022-2023	Rudrani Prasanna Anand	Bsc(CS)	2023	Christ College	MSC
2022-2023	Chaudhari Rishikesh Anil	Bsc(CS)	2023	New arts, Commerce and Science College, Parner	MSC
2022-2023	Deepanshu Sidharth Ohal	Bsc(CS)	2023	Christ College	MSC
2022-2023	Masher Arif Chaudhari	Bsc(CS)	2023	Christ College	MSC
2022-2023	Samual Peter Amolik	Bsc(CS)	2023	Christ College	MSC
2022-2023	Sandesh Sameer Waghmare	Bsc(CS)	2023	Christ College	MSC
2022-2023	Omkar Ghogare	Bsc(CS)	2023	Christ College	MSC
2022-2023	Shivam Gupta	Bsc(CS)	2023	University of Wisconsin - Parkside	MSCIS
2022-2023	Bhosale Mayuresh sunil	Bsc(CS)	2023	MIT WPU PUNE	MSC(Data Science)
2022-2023	Shaikh Rahil Harun	Bsc(CS)	2023	Christ College	MSC
2022-2023	Simran Dalvi	Bsc(CS)	2023	DAIICT Gandhi Nagar	MSC(Data Science)
2022-2023	Pratiksha Pansare	BBA(IB)	2023	Sheridan College	Advertising - Account Management Coop
2022-2023	Radhika Garg	BBA(IB)	2023	CHRIST Deemed to be University	MBA
2022-2023	Ghule Viraj	BBA(CA)	2023	Ajeenkya DY Patil	MBA
2022-2023	Muzaffar Imtiyaz Shaikh	BBA	2023	MIT-ADT UNIVERSITY	MBA-Digital Marketing
2022-2023	Aryan Sudhir Nair	BBA(CA)	2023	D.Y PATIL SCHOOL OF MCA	MCA
2022-2023	Shoheb Sayyed	BBA	2023	Dr. Vishwanath Karad MIT World peace	MBA Operation And Supply Chain Management
2022-2023	Akshat Tarachand Jain	BBA	2023	Symboisis Centre For Distance Learning	PGDRM
2022-2023	Tanu Agrawal	BBA	2023	Udemy India LLP	Tally With GST+Income Tax+Excel+Audit
2022-2023	Shaikh Rahim Mohideen		2023	A Constituent College of Dr. P.A. Inamdar University	MCA
2022-2023	Siddhant Bhosale	BBA	2023	Deccan- IMS International	GMAT
2022-2023	Pooja Shetiya	BBA	2023	IBS Mumbai	PGPM
2022-2023	Ryan Mathew James	BBA(IB)	2023	Loyala Institute Of Business Administration	PGDM
2022-2023	Suditi Channey	BBA	2023	CHRIST Deemed to be University	MBAO
2022-2023	Diya Joseph	BBA(CA)	2023	Balaji Institute Of Technology And Management	MBA
2022-2023	Vaseem Jafar	BBA(IB)	2023	MIT World Peace University	Master of Business Administration -HR
2022-2023	Alweera Khan	BBA	2023	Conestoga College International Education OFFICE	PG Diploma in Financial Service
2022-2023	Agarwal Ayush	BBA(CA)	2021-22	Neville Wadia Institute Of Management & Research Pune	MBA
2022-2023	Anyukt Chadha	BBA	2021-22	Balaji Institute of International Business	MBA
2022-2023	Atharva Sanjay Dandawate	BBA	2021-22	MIT-ADT UNIVERSITY	MBA in Financial Technology
2022-2023	Irish John Marotikal	BBA(IB)	2023	MIT-ADT UNIVERSITY	MBA - Human Resource Management
2022-2023	Diksha Dharendra Singh	BBA(CA)	2023	MIT-ADT UNIVERSITY	Master in Computer Application
2022-2023	Aishwarya Jalindar Indalkar	BBA(CA)		MIT-ADT UNIVERSITY	Master in Computer Application
2022-2023	Anant A Talnikar	BBA	2023	Somaiya Vidhyavihar University	MBA
2022-2023	Roshini Padamadan	BBA(IB)	2023	MIT Alandi Campus	PGDM in Human Resources
2022-2023	Saurabh Kumar	BBA(IB)	2022	Kautilya Institute Of Management And Research	MBA
2022-2023	Pharne Vishwal Suresh	BBA	2022	MIT World Peace University	Master Of Business Administration
2022-2023	Gibin George	BBA CA	2022	CHRIST Deemed to be University	Master of Business Application specialization in Marketing
2022-2023	Jacob Saji Abraham	BBA IB	2022	The University Of Manchester	MSc Accounting and Finance
2022-2023	Murkute Rohan Sanjay	BBA IB	2022	Welinkar School Of Management	MMS
2022-2023	Dalvi Manish Uday	BBA CA	2023	MIT World Peace University	MCA
2022-2023	Dhanashree Vijay Mane	BBA	2022	MIT World Peace University	Master of computer application
2022-2023	E Agarwal	BBA	2022	University Of Birmingham	Msc International Business (FT)
2022-2023	Anthony Isabell Angeles	BBA	2022	Dr. D.Y. Patil Vidyapeeth	Master Of Business Administration
2022-2023	Shubham Ingle	BBA	2022	School Of Engineering	Master of computer application
2022-2023	Jini Varghese	BBA	2022	Fanshawe College	Business And Information Sytem Architecture
2022-2023	Chavan Kunal Rajendra	BBA	2022	Dr. D.Y. Patil Vidyapeeth	MBA
2022-2023	Purva Shyamkant Paranjape	BBA	2022	Manipal Academy of Higher Education	MBA-MKT
2022-2023	Prathamesh Gharage	BBA	2022	Suryadatta Institute Of Management and Mass Communication	MBA
2022-2023	Hetvi Vijay Patel	BBA	2022	University of Hertfordshire	MSc Management with Logistics And Supply Chain
2022-2023	Siddhant Bhosale	BBA	2023	IMS Learning Research Pvt Ltd	IMS

Pune District Education Association's
COLLEGE OF ENGINEERING

Manjari (BK), Pune - 412 307

MISCELLANEOUS RECEIPT

No. **14196**

Date: **13/8/2023**

Received From Mr. / Miss. **Tulja Balu Bagde.**

Class : **MBA** Div. _____ Roll No. _____

Sr. No.	Particulars	Rs.	Ps.
1.	Apron		
2.	Students Aid Fund		
3.	Workshop & Laboratory Tools & Drawing Boards Rent		
4.	Journal & Other Stationery		
5.	University Processing		
6.	University Development Fund		
7.	Cultural Activities Fees		
8.	L. C. / Bonafied Fee		
9.	Fine		
10.	Admission form Fee		
11.	Eligh. Fee	650/-	
12.			
	TOTAL		

Rs. **650/-** (Rs. **Six hundred fifty only**) in Cash / by Cheque

Bank _____

Cheque Date : **322513553858**

Note : Fees once paid will not be refund.

Only

Cashier / Accountant



MODERN EDUCATION SOCIETY'S
NESS WADIA COLLEGE OF COMMERCE
19, Late Prin. V.K. Joag Path Pune 411001.

Student
Copy

Member ID: STNWCC231338
Name: Dhanashree Pramod Khulpe
Roll No.:
Section : GRANT
Date: Thu, 31st Aug, 2023
Caste Category:
Pay Mode: ONLINE
Adm. No.:
Admission Fee Receipt [For A.Y. 2023-24]
Class: First Year M.Com
Division: M.Com -I Div-A
GR/PRN No.:
Receipt No.: 148
Fee Category:
Online Tr. No.:
Cell No.: 9371447372

Sr. No.	Head	Total
1	Caution Money	500
2	APCC	300
3	Student Support	300
4	Medical Fees	40
5	Eligibility Fee	400
6	Students Extension	500
7	Continuous Assessment Evaluation	500
8	Infrastructure Repair & Maintenance	400
9	Library Maintenance	250
10	Library Deposit	1000
11	Skill Based Course	750
	Total	4940

Fee In Words : Rupees Four Thousand Nine Hundred and Forty Rupees Only. Paid Fee : 4940.00

Total Pending Fee Till Date: 5330.00

Seal & Sign. For Principal
NESS WADIA COLLEGE OF COMMERCE



MODERN EDUCATION SOCIETY'S
NESS WADIA COLLEGE OF COMMERCE
19, Late Prin. V.K. Joag Path Pune 411001.

Office
Copy

Member ID: STNWCC231338
Name: Dhanashree Pramod Khulpe
Roll No.:
Section : GRANT
Date: Thu, 31st Aug, 2023
Caste Category:
Pay Mode: ONLINE
Adm. No.:
Admission Fee Receipt [For A.Y. 2023-24]
Class: First Year M.Com
Division: M.Com -I Div-A
GR/PRN No.:
Receipt No.: 148
Fee Category:
Online Tr. No.:
Cell No.: 9371447372

Sr. No.	Head	Total
1	Caution Money	500
2	APCC	300
3	Student Support	300
4	Medical Fees	40
5	Eligibility Fee	400
6	Students Extension	500
7	Continuous Assessment Evaluation	500
8	Infrastructure Repair & Maintenance	400
9	Library Maintenance	250
10	Library Deposit	1000
11	Skill Based Course	750
	Total	4940

Fee In Words : Rupees Four Thousand Nine Hundred and Forty Rupees Only. Paid Fee : 4940.00

Total Pending Fee Till Date: 5330.00

Seal & Sign. For Principal
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स्वातंत्र्य/प्रतिष्ठा अंतर्गत प्रवेश घेतेलेल्या विद्यार्थ्यांनी निम्नप्रमाणानुसार स्वातंत्र्य, प्रतिष्ठा अर्ज ऑनलाईन प्रवेश अर्जासोबत अर्ज करावे. अर्जासोबत प्रवेश घेतेलेल्या विद्यार्थ्यांनी निम्नप्रमाणानुसार स्वातंत्र्य, प्रतिष्ठा अर्ज ऑनलाईन प्रवेश अर्जासोबत अर्ज करावे.

स्वातंत्र्य/प्रतिष्ठा अंतर्गत प्रवेश घेतेलेल्या विद्यार्थ्यांनी निम्नप्रमाणानुसार स्वातंत्र्य, प्रतिष्ठा अर्ज ऑनलाईन प्रवेश अर्जासोबत अर्ज करावे. अर्जासोबत प्रवेश घेतेलेल्या विद्यार्थ्यांनी निम्नप्रमाणानुसार स्वातंत्र्य, प्रतिष्ठा अर्ज ऑनलाईन प्रवेश अर्जासोबत अर्ज करावे.



Dr. Vishwanath Karad
MIT WORLD PEACE
UNIVERSITY
Pune, India

Survey. No. 123 & 124, MIT-WPU Campus, Paud Road, Kothrud, Pune - 411 038.
Phone: - 020-25703400 Fax 020-25442770, Website: <https://mitwpu.edu.in>, Email: registrar@mitwpu.edu.in

Application form for seeking admission for Academic Year 2023-2024

PRN	1062231779	Faculty	Faculty of Management
Academic Level	MANAGEMENT (SOM)	Program	Master of Business Administration - Finance
Class/Std.	FY-MBA-Fin(SEM)	Admission Category	OBC
Seat Type	MAHARASHTRA STATE	Domicile	MAHARASHTRA STATE

Sir/Madam,
I am applying for admission for MANAGEMENT (SOM) program under the Faculty of Management at Dr. Vishwanath Karad MIT World Peace University [MIT-WPU], Pune for the academic year 2023-2024. The details of my candidature are as below.

Personal Information

1) Student Name : Samruddhi Vijay Bhos
(Name as per previous mark-sheet)



2) Gender (M/F/T) : Female 3) Blood Group : A+

4) Category : OBC 5) Nationality : INDIAN

6) Mobile No. : 917058594666 7) Email Id : samruddhibhos@gmail.com

8) Present Address : A3,401,, Song Of Joy, Kharadi India, Maharashtra, Pune, Pune,
State : Pin Code : 411014

9) Permanent Address : , Bhose Wadi, Nimone India, Maharashtra, Pune,
State : Pin Code : 412210

10) Aadhar No. : 643571152370 11) Passport No. :

12) Sports (Y/N) if 'Yes',
name of sport :



AJEENKYA THE INNOVATION
DY PATIL UNIVERSITY UNIVERSITY

Ref:ADYPU/SOM/ADM/2023-24/215

Admission Selection Letter

Dear Priti Thube,

Date: 19.06.2023

Greetings from Ajeenkya DY Patil University, Pune.

On behalf of School of Management Ajeenkya DY Patil University, I am pleased to inform you that you have been offered admission in the Full time **MBA Program**. To confirm your admission, you need to make a payment of Rs. 50,000 towards the commencement fee.

Fee Structure

MBA Fees 3,50,000 per year

Commencement Fee Rs. 50,000 (To be adjusted in the fee)

Mode of Payment
Cheque, DD or online A/C transfer
In case you would like to pay by DD or Cheque, it should be drawn in favor of "Ajeenkya DY Patil University," payable at Pune.

Bank Account Details	Name :	Ajeenkya D Y Patil University
	Account No :	923020007196036
	Bank Name & Address:	Axis Bank
	IFSC Code:	UTIB0001032

Note

Once you transfer the Commencement Fee online, email the transaction details to the sender mentioning the *Transaction ID*, *Amount Transferred*, and *Date of Transfer*. You can also send the screenshot of the payment details.

Christ College - Pune
DEPARTMENT OF ARTS
TYBA

List of students who are employed

Sr. No.	Name	✓
1	ADITI RAMESH SHINDE	employed
2	AKUR BAGSINGH	employed
3	ALINA WILSON GABRIEL	employed
4	ANICIA XAVIER BERNARD	
5	ANN ROY	employed
6	ANSHA ANTONY V	
7	ARTI SOMNATH JAISWAL	
8	ARYAN TIWARI	
9	ASHLEY ROBERT ANTHONY HE	employed
10	CRISNEVYN AMODEN MARIYAN	
11	DEVESH CHETAN SHAH HE	
12	DHANAY GANGADHAR DUDHE	Employed
13	DIKSHYANT CHANDER BHANDARI	
14	DURVESH NANDKUMAR AGLAWA HE	Internship
15	GAURAV MUKUND HOLI	
16	GUPTA SALONI SUNIL	Employed
17	HARSHALA RAMESH WAGHMARE	
18	HEMA KUMARI	
19	HRUSHIKESH ASHWINKUMAR MAHURKAR	
20	JINCY JOY M	employed
21	KAJAL RAJENDRA RAJPUT HE	
22	KAMAL BAKHTIANI - mail	employed
23	KAREN ROSARIO DSOUZA	
24	KETAKI PRAVIN GALANDE	employed
25	KHARADE SHARDUL RAM	employed
26	KHUSHI MUKHERJEE HE	employed
27	KHUSHI VISHAL JEDHE	
28	MASIRA MASIRA HE	Mer cal
29	NAYAMI TALUKDAR	employed
30	NEHA SHASHIKANT CHAVAN	
31	OMKAR RAVINDRA DESAI HE	UPSC coaching
32	PALAK SHINDE	Internship
33	PRAJWAL UNDE	Employed
34	PRERNA NITIN BANSODE	
35	RAJKUMAR POOJA YADAVA	
36	RAO GAYATRI VENKAT	
37	REETIKA CHHETRI	

38	ROMA ROBERT KAKADE	employed
39	SEJAL VIJAY BAHADUR SINGH	
40	SEMEON HRANGKHAWL	employed
41	SEYONA EUGENE ALEX HE	
42	SHAINA SHARMA HE	
43	SHARANYA SRINIVAS RAO	
44	SIDDHANT TIWARI HE	
45	SINGH SONALIKA RAJESH	
46	SNEHA SANTURAM SHINDE	
47	SONALI KUMARI	employed
48	SOURAV MODAK HE	Medical
49	SUBHASH DEY HE	
50	SUMIT SUNIL KADAM	employed
51	SUZANA ANTHONY DEVANESON	
52	SWAMY JOYCE LOWRANCE	
53	TRUPTI MANGESH DARELLU	
54	VAIBHAV PANDURANG ANDGALE	
55	VENESSA ROMY SERRAO HE	Medical
56	VIJAYLAKSHMI MURALI ARE	ADVFX Course
57	VIVIAN RAJAN SONAWANE	



Extending Your Enterprise

WNS Global Services Pvt. Ltd.

Anicia Bernard

Sai Kunj A/6 Shastri Nagar

Kasarwadi Pune Maharashtra - 411034

India

Letter of offer

Dear Anicia,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Sr. Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta SEZ** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Sr. Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 3,90,400 (Indian Rupees Three Lakh, Ninety Thousand, Four Hundred Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **02- Mar-2023**

Place of work: Your place of work will be **Pune - Magarpatta SEZ**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

Accepted and Agreed

**Marina Selvaraj
Candidate's Name & Signature**

*WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196*

FIPL/HR/AL/V2.0/2417

Date: 5th January 2023

Emp Code: 2417

Saloni Sunil Gupta

Sr No 67/1B, Saloni Bungalow, Bhairav Nagar, Near Ambedkar School, Dhanori Road, Pune. 411015 Dhanori,
Pune

LETTER OF APPOINTMENT

Dear Ms Saloni,

With reference to your application and subsequent interview's we are pleased to appoint you as **Demand Generation Executive**, with **Operations** department of **Operations** division, at **Facile Info-Serv Private Limited** with effect from 05-Jan-23 on the term enumerated below:

1. CONSOLIDATED SALARY

- 1.1. You will be entitled to a CTC (cost to company) of INR "**246000**" /- ("**Rupees Two Lacs Forty Six Thousand Only**") per annum. The CTC details are attached in **Annexure A**.
- 1.2. The CTC includes benefits including but not limited to Provident Fund, Mediclaim, Gratuity, Allowances and other benefits as per the prevailing Company Policies and statutory provisions in force from time.
- 1.3. To time and subject to appropriate taxes at source.

2. PROBATION PERIOD

- 2.1. You shall be on Probation for a period of **Six (06)** months from the date of joining. Based on the Company's review / assessment you will be confirmed. In case your performance is not found satisfactory during such period of training / probation, your probation may be extended upto three **(03)** months with an interim review.

Date: 24-August-2022
Subject: Letter Of Intent

Dear, Dikshyant bhandari

With reference to our discussions and the interview, we are delighted to offer you the position of **Executive - Customer Service - Operations - NHT-Collections**.

Your annual Cost To Company will be INR 4,65,600/- and we would require you to join us on or before 24-August-2022. We would require you to submit all the documents listed in this LOI before 24-August-2022. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 35,000/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

Annexure A		
Particulars	Monthly	Yearly
Basic	15,000	1,80,000
HRA	6,000	72,000
Personal Allowance	14,600	1,75,200
Food Card	0	0
LTA	0	0
Gross	35,600	4,27,200
Statutory Bonus	1,400	16,800
Gross Payable	37,000	4,44,000
Company's contribution to PF	1,800	21,600
Company's contribution to ESIC	0	0
Fixed CTC	38,800	4,65,600
Total CTC	38,800	4,65,600
Deductions		
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	2,000	24,100
Net Take Home (Exclusive of TDS)	35,000	4,19,900

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - **INR 1,00,000/- for self**

Credence Resource Management Private Limited

CORPORATE OFFICE : E PARK, SOUTH TOWER, 2ND FLOOR, KHARADI MIDC, KHARADI, PUNE, MAHARSHTRA - 411014
 PHONE NO. : 020-67113636 CIN - U74120PN2013PTC15430 www.credencerm.com



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Ref No: - CRM/HR/PUN/APT/1953

Date:-21-February-2022

To,

Emp Code:- 15557

Emp Name:- Ann Roy

Designation:- Executive-Customer Service

Department:- Operations

Subject: - Appointment Letter

Dear Ann,

With reference to your application and subsequent interview we are pleased to appoint you as **Executive-Customer Service - Operations** with effect from **08-February-2022**. The terms of your appointment are as follows:

1. Your total annual compensation is Rs. **252132** /-. The break of your compensation is as per the attached Annexure "Annexure 1 – Compensation". Your compensation is strictly confidential, and any disclosure will result in penal action against you.
2. In addition to the above compensation, you will be entitled for Group Medical Insurance, Group Personal Accident Insurance and Group Term Life Insurance coverage benefits as per the prevalent policy for the year, as per the policies of the Company.
3. You will be on probation for a period of 6 (six) months from the date of commencement of your service, which may be further extended at the discretion of the Company. At the end of the probation period, provided that your services and performance has been found satisfactory, your appointment will be confirmed, in writing by the Company.
4. Your employment will be subject to termination on one month notice on either side. Notice period is mandatory.
 - a. New hires should not have any absence from work during the training period and the organization will follow the guidelines mentioned in Annexure 1 to address absenteeism. Post completing the training phase all employees will adhere to regular policies that are uploaded on company document management system.
 - b. In case the termination of employment is initiated by employer, notice period will not be applicable. However, if an employee leaves Company without serving notice or by serving short notice, recovery of said notice is applicable @ 1 day gross salary.
5. Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory or other functions and you will be bound to carry out such functions.
6. At all times, you will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessary confidential and form valuable property of the Company. You will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in the services of the Company.
7. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

I Accept: - _____

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CORPOR
PHON

DARJEELING MOMOS

Add: ITI ROAD, AUNDH, PUNE 07

Respected sir/ma'am,

I Akshay Jadhav, owner of Darjeeling Momos willing to inform you that Semeon Hrangkhawl student of your college, is working with me from last two years.

His work timings are as below:

10am to 3pm

6pm to 11pm.

Thank you



Akshay Jadhav

(Darjeeling Momo)



November 15, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Akur Bagsingh, Emp ID – 3682439** is employed with our company from **July 16, 2018 till date.**

He is currently working in the capacity of **Customer Care Representative** based in **Pune.**

This certificate is being issued to him on his request. For FedEx Express Transportation and Supply Chain Services India Pvt. Ltd.

Dominic Raj

A blue ink signature of Dominic Raj, consisting of stylized initials and a surname.

Manager Customer Care

Promotion

July 29, 2022

Kamal Bakhtiani,
Specialist Recruiter

Dear Kamal Bakhtiani,

Your base salary stands revised to Rs. 73,500 per month gross (base salary is excluding variable pay and allowances) with effect from July 29, 2022.

You have also been promoted to the designation of '*Principal Recruiter.*'

You will continue to report to the Head - Service Delivery.

Please accept our congratulations on this well-deserved recognition of your continuing excellent contributions and commitment to the company.

Yours Sincerely,

Daniel B Rogers

Signature: _____

Daniel Rogers
Executive Vice President - People

Kamal

Ref: 920190/2144135/Permt

Date: 08th September, 2022

Nayami Talukdar
Hatkhole, Bangali Gaon, Hatkhula
Bongali, Dibrugarh, Assam-786184
Phone No: 8010542273

Subject - Offer of Appointment

Dear Nayami Talukdar,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Sr. Associate Customer Support** on **U2** band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 411153 (Rupees Four Lakhs Eleven Thousand One Hundred And Fifty Three Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **08th September, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Kajal Prakash Hule** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune SEZ, Pune - 411057**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Kajal Prakash Hule** latest by **08th September, 2022**.



E37, Soba Optima, Vadgaon (BK),
Opp Indian Hume Pipe Co.,
Sinhagad Road, Pune - 411051

Date: 21 - MAR - 2022

Offer Letter

To,

Mr. Ashley Anthony

Subject: **Offer Letter**

Dear **Mr. Ashley Anthony**,

With Reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected to work for **WhiteBolt Global Technology Services**. We are delighted to make you the following job offer:

The position we are offering you is that of **Ops - Associate**. Your Joining date for this role is **21th FEB 2022**. The key components of your offer are as detailed below.

- **Career Band:** Your career band would be **Professional**.
- **Role Band:** You would be placed in role band **A**.

Compensation: Your Total Gross Pay will be **INR (5,03,147)** per annum which is inclusive of Fixed Pay and Variable Pay / Performance Incentive. The detailed break-up of your Compensation is given in the Annexure for your reference.

For WhiteBolt Global Technology Services

Abhishek Kulkarni
Founder,
WhiteBolt Global Technology Services.


Accepted by,
Candidate's Name &
Signature

 **Mail :**
whitebolt@whitebgts.com

 **Phone :**
+91-7972366634

 **HR Mail:**
hr@whitebgts.com

Strictly Private and Confidential

Offer letter

Date: 18/04/2022

Dear Saloni,

Demand Infotech Solutions Pvt Ltd is pleased to offer you the position of **Lead Generation Executive**. We trust that your knowledge, skills, and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following at the beginning of your hire date: 6/04/2022

You might be asked to attend in-house training for a span of 2 weeks from the joining date i.e., 6/04/2022, and post that you will join the operations team.

You will be paid on a monthly basis on the 5th day of each month. Payroll Dept will be responsible to transfer your net earnings to your respective bank account. Demand Infotech Solutions Pvt Ltd follows the salary cycle 21st of the joining month to the 20th of the subsequent month. Annual gross salary of Rs. 1,56,000/- during your 3 months' probation period, the salary would be revised anytime within 3 months of joining depending on the productivity and real-time value to the company. You will be eligible for Incentive Plan, which is the Company's monthly incentive program. That would vary according to your working department. The actual amount you will receive may be lower or higher depending on your individual performance and the performance of Demand Infotech Solutions Pvt Ltd. Your Incentive Plan eligibility will begin on your date of employment.

As per the company rules appraisal will be done according to the wish of management and your performance. One yearly appraisal will always be there.

Standard, Demand Infotech Solutions Pvt Ltd provides benefits for salaried-exempt employees, including the following

- o Sick leave (6 Days in a year)
- o Vacation and personal days (21 Days in a year)

Demand Infotech Solutions Pvt Ltd.

Kumar, Cerebrum IT Park, Unit No. 2-C, 1st Floor, B-3 Tower, Kalyani Nagar, Pune, Maharashtra 411014

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Aditi Ramesh Shinde** is working with us for **Pro Kabaddi League Season 9, Pune - 2022** from **28th October, 2022** to **16th November, 2022** as **Intern-Hospitality Department**.

During her tenure here we found her to be hardworking and sincere.

We wish her success in all her future endeavours.



With regards,

Gaurav Bhende
White Copper Entertainment Pvt. Ltd.



Date: 03-Oct-2022

Subject: Letter Of Intent

Dear Roma Kakade,

With reference to our discussions and the interview, we are delighted to offer you the position of **Executive - Customer Service - Operations** - .

Your annual Cost To Company will be INR 2,73,660/- and we would require you to join us on or before **04-October-2022**. We would require you to submit all the documents listed in this LOI before 04-October-2022. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 19,495/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

Annexure A		
Particulars	Monthly	Yearly
Basic	12,962	1,55,544
HRA	6,888	82,656
Personal Allowance	0	0
Food Card	0	0
LTA	0	0
Gross	19,850	2,38,200
Statutory Bonus	1,400	16,800
Gross Payable	21,250	2,55,000
Company's contribution to PF	1,555	18,660
Company's contribution to ESIC	0	0
Fixed CTC	22,805	2,73,660
Total CTC	22,805	2,73,660
Deductions		
Employee contribution to PF	1,555	18,660
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	1,755	21,160
Net Take Home (Exclusive of TDS)	19,495	2,33,840

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - INR 1,00,000/- for self

Credence Resource Management Private Limited

CORPORATE OFFICE : E PARK, SOUTH TOWER, 2ND FLOOR, KHARADI MIDC, KHARADI, PUNE, MAHARSHTRA - 411014
 PHONE NO. : 020-67113636 CIN - U74120PN2013PTC15430 www.credencerm.com



APPOINTMENT LETTER

15 January, 2021

Dear **ALINA GABRIEL**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 72000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Subject: Offer Letter



INDO SCOTS®
— GLOBAL SCHOOL —

To,

Ms. Khushi Mukherjee

Date: 05-11-2022

1. Position

1.1 The management of Indo Scots Global School is pleased to offer you the position of a **Child Counselor** on a provisional basis on the terms and conditions set out in this letter.

1.2 Your services shall commence on **14th November, 2022**.

1.3 Your employment will be on full-time basis. You will be on provisional basis for a period of 6 month from the date of your joining. This period can be extended for 3 months based on the individual's performance and at the discretion of the management and also subject to submission of original documents for verification.

2. Remuneration

2.1 Your pay during the provisional period will be **INR 20000.00 (CTC) per month**.

2.2 The above remuneration shall be subject to taxes and deductions as applicable from time to time.

3. Employment Terms

3.1 You are not entitled to any leaves (CL/SL/PL) in the 1st month of joining.

3.2 You will be given a letter of appointment after completion of probation period, along with the HR Policies.

3.3 For the session 2022-23, the regular working time for staff is 8:00 am to 4:00 pm. In case if there is a meeting or training scheduled, the time will be extended. The same is subject to change if new timing policy is introduced.

3.4 You might be required to travel to other group schools for trainings, workshops, meetings or any projects as and when required by the management.

3.5 During the provisional period, you may end your employment by providing notice of 2 month or equivalent salary in lieu of notice period.

3.6 Post confirmation, you are expected to complete a minimum of one academic session / One Year and you are not expected to exit the organization in the middle of any academic session.

3.7 Every year, during the month of January, you will need to provide the continuity confirmation for the following academic year. Once you confirm on that, you will need to serve for the full academic year.

3.8 A security deposit of 1 month of your CTC will be deducted in one/three monthly installments, starting from the month of your joining the organization. The security deposit will be refunded to you at the time you resign from your services only if you have properly followed the school's exit policy.



INTERNSHIP & COACHING

Date: September 5th, 2022
Offer No : 1177215

Quess

SHARDAL RAM KHARADE
SRNO.35
PUNE411032
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear SHARDAL RAM KHARADE

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

DEPUTATION:

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

You will with effect from September 5th, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from September 5th 2022 to OCT 2nd 2023.

COTERMINOUS:

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

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

POSITION:

You are appointed as CCA.

REMUNERATION:



Quess Confidential

Offer No : 1177215

This is a system generated letter



Spacious Properties

The key to Comfort.

Dear Dhanay Gangadhar Dudhe

[Spacious Properties] is delighted to offer you the [full-time, part-time, etc.] position of [Sales Executive] with an anticipated start date of [05 Oct, 2022], contingent upon [background check, drug screening, etc.].

As the [Sales Executive], you will be responsible for [brief mention of job responsibilities and expectations].

You will report directly to Sandeep Tiwari at Wakad, Pune. Spacious Properties offers a comprehensive benefits program, which includes medical insurance, paid time off, etc.

Your employment with Spacious Properties will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advance notice. This letter is not a contract indicating employment terms or duration.

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

Sincerely,

Sandeep Tiwari

Sandeep
Your Signature



For Spacious Properties

Candidate Signature: *Dhanay*

Candidate Printed Name:

Dhanay Gangadhar Dudhe

Date :- 5th October 2022

Date:06/10/2022

To,
Prajwal Samson Unde,
Sr.No.164/A, Road No.10,
Aadarsh Colony,Tingrenagar,
Pune- 411032.

Appointment Letter

Dear ,

We are pleased to inform you that you have been appointed for the post of "Sales Executive" with effect from 6th October 2022 in our organisation. The terms and conditions of your employment will be as mentioned below:

Salary:

1. In consideration of your employment with our Company, the Company shall pay gross monthly salary of Rs 10,000/- which includes conveyance expenses.
2. All payments by the way of salary or otherwise including monetary value of amenities/benefits shall be subject to deduction of Income Tax, other taxes, if any

Probation Period:

1. Your probation period will be for Two months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
2. You are not entitled to any leaves with pay during the probation period.
3. You might be placed in any project as and when required by the management.
4. After successful completion of probation period, you will be given a proper letter of confirmation for permanent employment.

General:

1. During the term of your employment, you shall work on a continuous, uninterrupted basis for the Company. Your behaviour with staffs, management colleagues and your attendance are also to be found satisfactory.
2. Your posting shall be in location specified above, but you are liable to be transferred to any of the Company's offices, subsidiaries as required by Company at the sole discretion of the Management.
3. You will furnish all the details / information demanded by the Company from time to time for personal record maintained by the HR Dept. In case of any change in your postal or email address during the course of your employment it will be your duty to intimate such changes in writing to the management within seven days from the change.
4. You will be entitled to such weekly and other holidays as are observed by the Company. No leave will be approved without prior permission from the Company.

Confidentiality:

1. You shall keep in confidence any information obtained from the Company during the period of employment, whether written or oral and shall not divulge the same to any third person. You shall

SHADOW INFRA TECH PVT LTD

Office No.101, 1st Floor, Sr. No.17/1D/1/6, Near Shriram Manas, Opp. ICICI Bank, Madhav Nagar, Dhanori, Pune - 411015.
+91 93701 58119 info@shadowinftratech.com www.shadowinftratech.com

24



Date: 11 Oct 2022

Letter Of Intent

Dear Galande Ketaki Pravin

As per your Request / Application we are pleased to offer you a position of Business Associate, Operations at our Altruist Technologies Pvt. Ltd. Kolte Patil Developers, E space IT Park, A-3 Building, 4th Floor, Viman Nagar, Pune Maharashtra-411014 office.

This training position is for a term beginning 11 Oct 2022 (TATA Capital) subject to the condition that if the process for any reason is dissolved/transferred/terminated, your association will be restricted to that period.

You will be eligible for INR.65/- Per Day for your initial process training. The payout eligibility is subject to successful process training accreditation.

Upon successful completion of initial process of Training/Client Evaluation objectives, you will be considered for a job based training to get better understanding of processes on the job and work floor. After completing accreditation your monthly Stipend will be paid as INR.12500/-, which shall be payable to you for the number of remaining days in the month. Being a trainee you will not be eligible for statutory benefits available to regular employees.

By accepting this offer you agree that you:

Intend to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the training program; Understand that lack of success at any stage of the training program, or lack of acceptance into a required position due to an inability to meet the minimum requirements may be a reason for removal from the position and you will not be eligible for any compensation pay out (stipend/salary); and Will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your Trainer/ Supervisor as they arise

Please bring the following to the start of your session as informed by the Human Resource Department:

1. Birth certificate / Leaving Certificate.
2. Matriculation certificate / graduation certificate.
3. Residential proof (Aadhar Card/ Voter ID card, Rent/Lease deed etc.).
4. Experience Letter.
5. 6 Passport size photograph.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure to bring the documents as requested at the start of the session, failing which you may not be eligible to attend the training programme.

Please indicate your acceptance by signing a copy of this letter.

Sincerely,

Authorized Signatory

I accept the offer on the terms and conditions outlined.


Signature

Date: 11 Oct 2022



Altruist Technologies Private Limited
Registered Office : Plot No.22, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India

To,
Ms. Manasi Angane

Date: 25-08-2023

Email: - manasiangane2003@gmail.com

OFFER LETTER

Dear Ms. Manasi,

We are pleased to offer you the position of “**L0 Engineer** ” on deputation with our client **Tata Communications Transformation Services Ltd**, for a fixed period of employment. This assignment is purely a contractual assignment from **28-08-2023** to **27-08-2024**.

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on your date of joining

Kindly note this offer is subject to successful verification of UAN in terms of Aadhar Seeding and affirmative reference check response. In case you fail to do so or if we find any of the documents submitted are false then this offer will become invalid and stands withdrawn.

Also note that as per company policy, it is mandatory to complete online training modules named as POSH, TCOC, ISAC and Dignity at workplace through PRISM system within 30 days from the date of joining. Failing which the management can take the suitable action.

This offer is open to Ten days from the date of issue and will stand withdrawn thereafter automatically.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

For Lobo Staffing Solutions Pvt. Ltd.



Authorized Signatory

Annexure I

Name : Ms. Manasi Angane
Designation : L0 Engineer
Department : TCTS
Reporting Head : Joshy George
Location : Mumbai Maharashtra
Start Date : 28-08-2023
End Date : 27-08-2024

SALARY COMPONENT	AMOUNT
BASIC	11,700
DA	2,800
SPECIAL ALLOWANCE	0
HRA	6,223
CITY COMPENSATION ALLOWANCE	0
LTA	0
OTHER ALLOWANCE	0
ADVANCE TO STATUTORY BONUS	1,192
GROSS SALARY (A)	21,915
<u>Benefits: (B)</u>	
PF EMPLOYER	1,886
ESIC EMPLOYER	0
INSURANCE & OTHER CHARGES.	200
COST TO COMPANY (A+B)	24,001
<u>Deductions: (C)</u>	
PF EMPLOYEE	1,740
ESIC EMPLOYEE	0
PROFESSION TAX	0
NET TAKE HOME (A-C)	20,175

For Lobo Staffing Solutions Pvt. Ltd.



Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: Manasi Angane

Signature: {{employee_sign}} Date: 25-08-2023



Offer of Employment

09/01/2023

Navinee Thorat

Plot No 46, Shilanand Society,
Wadgaonsheri, Somnath Nagar

Email: navi.thorat21@gmail.com

Mobile: 9518311326

Dear **Navinee**,

Sub: Appointment with our firm as Engineer.

Please refer to your conversation with the client **Sagitec** and **iPERCEPT**

At **iPERCEPT Consulting Pvt. Ltd.** our mission is to engage with young and enthusiastic professionals who display the energy and drive to meet the exciting demands of our high-quality clients.

Following from the above, we are pleased to offer you the position of **Engineer(outsourced on a 12 months Contract to Hire arrangement, to Sagitec Solutions Pvt Ltd. Pune)** reporting to the undersigned, with our firm with effect **from the date 09/01/2023** which would be guided by the following terms & conditions –

- 1) You would be on client probation for a period of **one month** during which period your suitability for the offered role would be closely scrutinized by the client and hence the firm reserves the right to terminate your services during this period.
- 2) Your salary would be **Rs. 350040-** per annum. Please provide us a list of your tax-exempt investments to assess the TDS impact on your salary. We are a tax compliant organization and conform to the IT Act both in letter and spirit. If TDS is deducted, we shall issue a Form 16 to you by April of the following year to facilitate your IT returns.
- 3) You would be expected to undertake any activity that the firm's partners think fit in the pursuit of your professional development and the firm's imperatives. You would be expected to support our client's development / implementation / support activities for their clients anywhere in the globe. But for the first six months, you would be dedicated to **Sagitec Solutions Pvt. Ltd** at their premises to-be shared prior to joining but could move to another destination over time. Also at the end of 12 months, based on your performance you will be hired by the client.

- 4) The firm's primary expectation of you during the client probation period is for you to grasp the fundamentals of the business and the clients operating processes. We also expect you to align yourself to the cultural ethos and business model of our client which specifically now is **Sagitec Solutions Pvt. Ltd.** You would report to whoever is your nominated leader within **Sagitec Solutions Pvt Ltd.**
- 5) Your working hours would be as set out by **Sagitec Solutions Pvt Ltd.** management.
- 6) The holiday schedule will correspond to that of **Sagitec Solutions Pvt. Ltd.**
- 7) In addition to the stipulated holidays, you would also be entitled to the following holiday plan **once your services are confirmed** at the end of 6 months (iPERCEPT Consulting Pvt Ltd. Probation) – # **12 days'** casual leave and **12 days'** sick leave (to be substantiated with a medical practitioner's certificate) on an annual basis. Prior intimation of 72 hours is required for proceeding on casual leave.

Note: During first 12 months, you would be entitled to **1.5 paid leave per month.**

Please note that the firm does not have a provision for leave encashment as we believe in work life balance and expect our employees to utilize their leave.

- 1) **All the information that you access during the discharge of your duties with the firm / client is proprietary and confidential in nature. We have rigid non-disclosure agreements in place with our clients who prohibit any partner or employee of the firm to disseminate the same to anyone outside the firm.**
- 2) The terms of disengagement from the firm are as follow –
 - # During the first 12 months –Employee has to give one-month notice and **company can terminate the contract with immediate effect on the grounds of non-performance and disciplinary action.**
 - # On confirmation of service – Six weeks' notice or more from either party Please note that an employee's services could be terminated without any notice whatsoever, should he/she be found culpable of the following acts of misdemeanour –
 - # Unbecoming conduct with clients or candidates
 - # Insubordinate conduct with colleagues, internal and external.
 - # Charge sheeting by the law enforcement authorities
 - # Any other acts of misconduct/immoral act that the firm may consider gross in nature.
- 3) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **iPERCEPT Consulting Pvt Ltd.** which are applicable to you are in **Annexure C.** Please ensure total compliance.

- 4) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **iPERCEPT Consulting Pvt Ltd.** which are applicable to you are in **Annexure C**. Please ensure total compliance.
- 5) **iPERCEPT Consulting Pvt Ltd.** is recognized for some rare professional virtues which, in the main, are integrity, courtesy and promptitude in reacting to client demands. We expect the same of our team members.
- 6) Welcome to **iPERCEPT Consulting Pvt Ltd.** and we expect you to take away as much from the association as we would expect you to contribute.

Please sign on a copy of this letter to accept this offer of appointment.

Welcome to **iPERCEPT Consulting Pvt Ltd.**

Thanks & regards,

Vaibhav R Shah



Director
iPERCEPT Consulting Pvt Ltd.

ANNEXURE A

Key Performance Indicators specific to Sagitec Solutions Pvt Ltd. assignment: -

- 1) Conformity with **Sagitec Solutions Pvt Ltd.** working hours/days
- 2) Maintaining the standards of workplace discipline set out by Sagitec Solutions Pvt Ltd.
- 3) Utmost courtesy to be displayed in interactions with peers, seniors and other consultants.
- 4) Compliance with Sagitec Solutions Pvt Ltd. attire code.
- 5) Ability to function under pressure without losing one's composure
- 6) Meeting deadlines is a mandatory requirement
- 7) Generate frequent reports as and when asked for
- 8) Willingness to take urgent phone calls even outside of business hours
- 9) Function as **iPERCEPT Consulting Pvt Ltd.** "brand ambassador" within **Sagitec Solutions Pvt Ltd.** by setting the highest standards of professionalism, integrity & performance.

Designation: Engineer
Location: Pune

Component	Monthly	Annual
Component – A		
Basic	13220	158640
HRA	5763	69156
Medical Allowance	2644	31728
Conveyance Allowance	2644	31728
Special Allowance	2649	31788
Gross Earning (A)	26920	323040
Component – B		
Provident Fund	1800	21600
Professional Tax	200	2400
ESIC	0	0
Total (B)	2000	24000
NET Earnings (A - B)	24920	299040
Component – C		
Employer Provident Fund	1950	23400
Employer ESIC	0	0
Insurance	300	3600
Total (C)	2250	27000
Total CTC (A + C)	29170	350040

I confirm and accept the above.

[Navinee Thorat]

ANNEXURE C

The following are the current policies applicable to you. In case there are modifications and introduction of new policies it will be communicated to you.

1. After your acceptance of offer, you will receive an email about location & person you need to report on the date of joining. If not received with-in 24 hrs. from the date of offer acceptance by you, please write to vshah@ipercept.in
2. On joining please make sure to write to vshah@ipercept.in, from your official ID, which will be newly created by our client, about your joining and new contact numbers & address changes (usually applicable in relocation cases).
3. We provide you a new ICICI salary account with-in 15 days of joining. In case the ICICI representative does not contact you with-in that time email the same to vshah@ipercept.in, & do call us as a follow-up at **9767676707**.
4. On the last working day of every month you will get a mail from vshah@ipercept.in, asking for timesheets of that month. The sample timesheet will be attached & you need to send a mail to your reporting manager with the duly filled timesheet, marking the id vshah@ipercept.in. Please request your managers to do reply-all and write "Approved" if all is well.
5. Your timesheets should reach us latest by 3rd of every month. This is required to process your salaries. The pay slips will be mailed to you by 4th / 5th and the salaries will be deposited 10th of every month. Please note in case you have joined after 15th of any month then the salary will be carried forward and paid along with the next month salary.
6. In case any candidate is forced to leave by the client due to performance reasons, then they will receive only 50% of the full and final settlement amount.
7. In case an employee absconds or leaves without serving the notice period agreed, then iPERCEPT Consulting Pvt Ltd. management reserves the right to hold the pay outstanding. Also, the verification check will be termed negative from our end in future BGV's.
8. In case your performance was satisfactory in the probation / contract period then you will be on-boarding the client / given permanent employment from our end as will be agreed.
9. On relieving from our service, you may collect the experience cum relieving letter & we will be glad to re-hire you in future based on your performance.
10. In case you work on Saturday's, you will be eligible for comp-offs based on the approval of your reporting manager at our client place.

Offer of Employment

04th Jan 2023

Anirudh Devarajan

A/P - A1/101 Silver Oak Society,
East Avenue Kalyaninagar Pune 411014
Maharashtra India

Email: anirudhdevarajan0007@gmail.com

Mobile: +91 9604870733

Dear Anirudh,

Sub: Appointment with our firm as Engineer.

Please refer to your conversation with the client **Sagitec** and **iPERCEPT**

At **iPERCEPT Consulting Pvt. Ltd.** our mission is to engage with young and enthusiastic professionals who display the energy and drive to meet the exciting demands of our high-quality clients.

Following from the above, we are pleased to offer you the position of **Engineer (outsourced on a 12 months Contract to Hire arrangement, to Sagitec Solutions Pvt Ltd. Pune)** reporting to the undersigned, with our firm with effect **from the date 09th Jan, 2023** which would be guided by the following terms & conditions –

- 1) You would be on client probation for a period of **one month** during which period your suitability for the offered role would be closely scrutinized by the client and hence the firm reserves the right to terminate your services during this period.
- 2) Your salary would be **Rs. 3,50,040/-** per annum. Please provide us a list of your tax-exempt investments to assess the TDS impact on your salary. We are a tax compliant organization and conform to the IT Act both in letter and spirit. If TDS is deducted, we shall issue a Form 16 to you by April of the following year to facilitate your IT returns.
- 3) You would be expected to undertake any activity that the firm's partners think fit in the pursuit of your professional development and the firm's imperatives. You would be expected to support our client's development / implementation / support activities for their clients anywhere in the globe. But for the first six months, you would be dedicated to **Sagitec Solutions Pvt. Ltd** at their premises to-be shared prior to joining but could move to another destination over time. Also, at the end of 12 months, based on your performance you will be hired by the client.

- 4) The firm's primary expectation of you during the client probation period is for you to grasp the fundamentals of the business and the clients operating processes. We also expect you to align yourself to the cultural ethos and business model of our client which specifically now is **Sagitec Solutions Pvt. Ltd.** You would report to whoever is your nominated leader within **Sagitec Solutions Pvt Ltd.**
- 5) Your working hours would be as set out by **Sagitec Solutions Pvt Ltd.** management.
- 6) The holiday schedule will correspond to that of **Sagitec Solutions Pvt. Ltd.**
- 7) In addition to the stipulated holidays, you would also be entitled to the following holiday plan **once your services are confirmed** at the end of 6 months (iPERCEPT Consulting Pvt Ltd. Probation) – # **18 days'** casual leave and **18 days'** sick leave (to be substantiated with a medical practitioner's certificate) on an annual basis. Prior intimation of 72 hours is required for proceeding on casual leave.

Note: During first 12 months, you would be entitled to **1.5 paid** leave per month.

Please note that the firm does not have a provision for leave encashment as we believe in work life balance and expect our employees to utilize their leave.

- 1) **All the information that you access during the discharge of your duties with the firm / client is proprietary and confidential in nature. We have rigid non-disclosure agreements in place with our clients who prohibit any partner or employee of the firm to disseminate the same to anyone outside the firm.**
- 2) The terms of disengagement from the firm are as follow –
 - # During the first 12 months –Employee has to give one-month notice and company can terminate the contract with immediate effect on the grounds of non-performance and disciplinary action.
 - # On confirmation of service – Six weeks' notice or more from either party Please note that an employee's services could be terminated without any notice whatsoever, should he/she be found culpable of the following acts of misdemeanour –
 - # Unbecoming conduct with clients or candidates
 - # Insubordinate conduct with colleagues, internal and external.
 - # Charge sheeting by the law enforcement authorities
 - # Any other acts of misconduct/immoral act that the firm may consider gross in nature.



iPERCEPT
CONSULTING PVT. LTD.

- 3) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **iPERCEPT Consulting Pvt Ltd.** which are applicable to you are in **Annexure C**. Please ensure total compliance.
- 4) **iPERCEPT Consulting Pvt Ltd.** is recognized for some rare professional virtues which, in the main, are integrity, courtesy and promptitude in reacting to client demands. We expect the same of our team members.
- 5) Welcome to **iPERCEPT Consulting Pvt Ltd.** and we expect you to take away as much from the association as we would expect you to contribute.
Please sign on a copy of this letter to accept this offer of appointment.

Welcome to **iPERCEPT Consulting Pvt Ltd.**

Thanks & regards,

Vaibhav R Shah



Director

iPERCEPT Consulting Pvt Ltd.

ANNEXURE A

Key Performance Indicators specific to Sagitec Solutions Pvt Ltd. assignment: -

- 1) Conformity with **Sagitec Solutions Pvt Ltd.** working hours/days
- 2) Maintaining the standards of workplace discipline set out by Sagitec Solutions Pvt Ltd.
- 3) Utmost courtesy to be displayed in interactions with peers, seniors and other consultants.
- 4) Compliance with Sagitec Solutions Pvt Ltd. attire code.
- 5) Ability to function under pressure without losing one's composure
- 6) Meeting deadlines is a mandatory requirement
- 7) Generate frequent reports as and when asked for
- 8) Willingness to take urgent phone calls even outside of business hours
- 9) Function as **iPERCEPT Consulting Pvt Ltd.** "brand ambassador" within **Sagitec Solutions Pvt Ltd.** by setting the highest standards of professionalism, integrity & performance.

Designation: Engineer

Location: Pune

Component	Monthly	Annual
Component - A		
Basic	13220	158645
HRA	5764	69163
Medical Allowance	2644	31723
Education Allowance	2644	31723
Special Allowance	2649	31787
Gross Earning (A)	26920	323040
Component - B		
Provident Fund	1800	21600
Professional Tax	200	2400
ESIC	0	0
Total (B)	2000	24000
NET Earnings (A - B)	24920	299040
Component - C		
Employer Provident Fund	1950	23400
Employer ESIC	0	0
Insurance	300	3600
Total (C)	2250	27000
Total CTC (A + C)	29170	350040

I confirm and accept the above.

[Anirudh Devarajan]

ANNEXURE C

The following are the current policies applicable to you. In case there are modifications and introduction of new policies it will be communicated to you.

1. After your acceptance of offer, you will receive an email about location & person you need to report on the date of joining. If not received with-in 24 hrs. from the date of offer acceptance by you, please write to vshah@ipercept.in
2. On joining please make sure to write to vshah@ipercept.in, from your official ID, which will be newly created by our client, about your joining and new contact numbers & address changes (usually applicable in relocation cases).
3. We provide you a new ICICI salary account with-in 15 days of joining. In case the ICICI representative does not contact you with-in that time email the same to vshah@ipercept.in, & do call us as a follow-up at **9767676707**.
4. On the last working day of every month you will get a mail from vshah@ipercept.in, asking for timesheets of that month. The sample timesheet will be attached & you need to send a mail to your reporting manager with the duly filled timesheet, marking the id vshah@ipercept.in. Please request your managers to do reply-all and write "Approved" if all is well.
5. Your timesheets should reach us latest by 3rd of every month. This is required to process your salaries. The pay slips will be mailed to you by 4th / 5th and the salaries will be deposited 10th of every month. Please note in case you have joined after 15th of any month then the salary will be carried forward and paid along with the next month salary.
6. In case any candidate is forced to leave by the client due to performance reasons, then they will receive only 50% of the full and final settlement amount.
7. In case an employee absconds or leaves without serving the notice period agreed, then iPERCEPT Consulting Pvt Ltd. management reserves the right to hold the pay outstanding. Also, the verification check will be termed negative from our end in future BGV's.
8. In case your performance was satisfactory in the probation / contract period then you will be on-boarding the client / given permanent employment from our end as will be agreed.
9. On relieving from our service, you may collect the experience cum relieving letter & we will be glad to re-hire you in future based on your performance.
10. In case you work on Saturday's, you will be eligible for comp-offs based on the approval of your reporting manager at our client place.



Transforming Opportunities to Integral Solutions

Date 16-Aug-2022

Letter of Employment

DEAR Arpita Manoj Katariya,

We are pleased to offer you employment in our organization **Core Integra Consulting Services Pvt. Ltd.** ("Company") situated Mumbai as **Operation Executive** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **16-Aug-2022** till **15-Aug-2023**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work. Unless otherwise extended by mutual consent, this contract shall stand terminated on its expiry i.e., on **15-Aug-2023**
2. You will be deputed by the company to work at the clients' office / premises at their locations on **16-Aug-2022**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other party.
5. This offer is subject to background and police clearance. As a condition of accepting this offer of employment, you may be required to submit to a background screening. Unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of this check may result in termination of employment.
6. You will, with effect from **16-Aug-2022** be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
7. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 23 (Twenty Three) days annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account opened for this purpose.

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

With warm regards,

Yours truly,

For Core Integra Consulting Services Pvt. Ltd

Authorized Signatory

Core Integra Consulting Services Pvt Ltd

", 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 www.coreintegra.com



23-Jan-2022

Dear MD Zahid Khan,
B.Sc, Computer Science
Christ College, Pune

Candidate ID – 19878396

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: MD Zahid Khan

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

MD Zahid Khan, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.
The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole

discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. 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 termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless 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.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties 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. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited MD Zahid Khan

Sign: _____

Sign: _____

Name:

Name:

Offer of Employment

04th Jan 2023

Samara Sequeira

Row house no A-6, Gera Vihar Society,
Viman Nagar, Pune-411014

Maharashtra India

Email: sequeirasamara123@gmail.com

Mobile: +91 9764211449

Dear Samara,

Sub: Appointment with our firm as Engineer.

Please refer to your conversation with the client **Sagitec** and **iPERCEPT**

At **iPERCEPT Consulting Pvt. Ltd.** our mission is to engage with young and enthusiastic professionals who display the energy and drive to meet the exciting demands of our high-quality clients.

Following from the above, we are pleased to offer you the position of **Engineer (outsourced on a 12 months Contract to Hire arrangement, to Sagitec Solutions Pvt Ltd. Pune)** reporting to the undersigned, with our firm with effect **from the date 09th Jan, 2023** which would be guided by the following terms & conditions –

- 1) You would be on client probation for a period of **one month** during which period your suitability for the offered role would be closely scrutinized by the client and hence the firm reserves the right to terminate your services during this period.
- 2) Your salary would be **Rs. 3,50,040/-** per annum. Please provide us a list of your tax-exempt investments to assess the TDS impact on your salary. We are a tax compliant organization and conform to the IT Act both in letter and spirit. If TDS is deducted, we shall issue a Form 16 to you by April of the following year to facilitate your IT returns.
- 3) You would be expected to undertake any activity that the firm's partners think fit in the pursuit of your professional development and the firm's imperatives. You would be expected to support our client's development / implementation / support activities for their clients anywhere in the globe. But for the first six months, you would be dedicated to **Sagitec Solutions Pvt. Ltd** at their premises to-be shared prior to joining but could move to another destination over time. Also, at the end of 12 months, based on your performance you will be hired by the client.

- 4) The firm's primary expectation of you during the client probation period is for you to grasp the fundamentals of the business and the clients operating processes. We also expect you to align yourself to the cultural ethos and business model of our client which specifically now is **Sagitec Solutions Pvt. Ltd.** You would report to whoever is your nominated leader within **Sagitec Solutions Pvt Ltd.**
- 5) Your working hours would be as set out by **Sagitec Solutions Pvt Ltd.** management.
- 6) The holiday schedule will correspond to that of **Sagitec Solutions Pvt. Ltd.**
- 7) In addition to the stipulated holidays, you would also be entitled to the following holiday plan **once your services are confirmed** at the end of 6 months (iPERCEPT Consulting Pvt Ltd. Probation) – # **18 days'** casual leave and **18 days'** sick leave (to be substantiated with a medical practitioner's certificate) on an annual basis. Prior intimation of 72 hours is required for proceeding on casual leave.

Note: During first 12 months, you would be entitled to **1.5 paid** leave per month.

Please note that the firm does not have a provision for leave encashment as we believe in work life balance and expect our employees to utilize their leave.

- 1) **All the information that you access during the discharge of your duties with the firm / client is proprietary and confidential in nature. We have rigid non-disclosure agreements in place with our clients who prohibit any partner or employee of the firm to disseminate the same to anyone outside the firm.**
- 2) The terms of disengagement from the firm are as follow –
 - # During the first 12 months –Employee has to give one-month notice and company can terminate the contract with immediate effect on the grounds of non-performance and disciplinary action.
 - # On confirmation of service – Six weeks' notice or more from either party Please note that an employee's services could be terminated without any notice whatsoever, should he/she be found culpable of the following acts of misdemeanour –
 - # Unbecoming conduct with clients or candidates
 - # Insubordinate conduct with colleagues, internal and external.
 - # Charge sheeting by the law enforcement authorities
 - # Any other acts of misconduct/immoral act that the firm may consider gross in nature.



iPERCEPT
CONSULTING PVT. LTD.

- 3) A set of Key Performance Indicators specific to **Sagitec Solutions Pvt Ltd.** appear in **Annexure A** & policies of **iPERCEPT Consulting Pvt Ltd.** which are applicable to you are in **Annexure C.** Please ensure total compliance.
- 4) **iPERCEPT Consulting Pvt Ltd.** is recognized for some rare professional virtues which, in the main, are integrity, courtesy and promptitude in reacting to client demands. We expect the same of our team members.
- 5) Welcome to **iPERCEPT Consulting Pvt Ltd.** and we expect you to take away as much from the association as we would expect you to contribute.
Please sign on a copy of this letter to accept this offer of appointment.

Welcome to **iPERCEPT Consulting Pvt Ltd.**

Thanks & regards,

Vaibhav R Shah



Director

iPERCEPT Consulting Pvt Ltd.

ANNEXURE A

Key Performance Indicators specific to Sagitec Solutions Pvt Ltd. assignment: -

- 1) Conformity with **Sagitec Solutions Pvt Ltd.** working hours/days
- 2) Maintaining the standards of workplace discipline set out by Sagitec Solutions Pvt Ltd.
- 3) Utmost courtesy to be displayed in interactions with peers, seniors and other consultants.
- 4) Compliance with Sagitec Solutions Pvt Ltd. attire code.
- 5) Ability to function under pressure without losing one's composure
- 6) Meeting deadlines is a mandatory requirement
- 7) Generate frequent reports as and when asked for
- 8) Willingness to take urgent phone calls even outside of business hours
- 9) Function as **iPERCEPT Consulting Pvt Ltd.** "brand ambassador" within **Sagitec Solutions Pvt Ltd.** by setting the highest standards of professionalism, integrity & performance.

Designation: Engineer

Location: Pune

Component	Monthly	Annual
Component - A		
Basic	13220	158645
HRA	5764	69163
Medical Allowance	2644	31723
Education Allowance	2644	31723
Special Allowance	2649	31787
Gross Earning (A)	26920	323040
Component - B		
Provident Fund	1800	21600
Professional Tax	200	2400
ESIC	0	0
Total (B)	2000	24000
NET Earnings (A - B)	24920	299040
Component - C		
Employer Provident Fund	1950	23400
Employer ESIC	0	0
Insurance	300	3600
Total (C)	2250	27000
Total CTC (A + C)	29170	350040

I confirm and accept the above.



[Samara Sequeira]

ANNEXURE C

The following are the current policies applicable to you. In case there are modifications and introduction of new policies it will be communicated to you.

1. After your acceptance of offer, you will receive an email about location & person you need to report on the date of joining. If not received with-in 24 hrs. from the date of offer acceptance by you, please write to vshah@ipercept.in
2. On joining please make sure to write to vshah@ipercept.in, from your official ID, which will be newly created by our client, about your joining and new contact numbers & address changes (usually applicable in relocation cases).
3. We provide you a new ICICI salary account with-in 15 days of joining. In case the ICICI representative does not contact you with-in that time email the same to vshah@ipercept.in, & do call us as a follow-up at **9767676707**.
4. On the last working day of every month you will get a mail from vshah@ipercept.in, asking for timesheets of that month. The sample timesheet will be attached & you need to send a mail to your reporting manager with the duly filled timesheet, marking the id vshah@ipercept.in. Please request your managers to do reply-all and write "Approved" if all is well.
5. Your timesheets should reach us latest by 3rd of every month. This is required to process your salaries. The pay slips will be mailed to you by 4th / 5th and the salaries will be deposited 10th of every month. Please note in case you have joined after 15th of any month then the salary will be carried forward and paid along with the next month salary.
6. In case any candidate is forced to leave by the client due to performance reasons, then they will receive only 50% of the full and final settlement amount.
7. In case an employee absconds or leaves without serving the notice period agreed, then iPERCEPT Consulting Pvt Ltd. management reserves the right to hold the pay outstanding. Also, the verification check will be termed negative from our end in future BGV's.
8. In case your performance was satisfactory in the probation / contract period then you will be on-boarding the client / given permanent employment from our end as will be agreed.
9. On relieving from our service, you may collect the experience cum relieving letter & we will be glad to re-hire you in future based on your performance.
10. In case you work on Saturday's, you will be eligible for comp-offs based on the approval of your reporting manager at our client place.

HRD/2T/1002117033/21-22

July 21, 2021

Ms. Seema Duddagi
House No. 21
Tukaram Nagar ,Kharadi
Pune-411014
India

Ph: +91-9834830394

Dear Seema,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.21 18:20:45 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1002117033/21-22

July 21, 2021

Ms. Seema Duddagi
House No. 21
Tukaram Nagar ,Kharadi
Pune-411014
India

Ph: +91-9834830394

Dear Seema,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **16-Aug-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of INR **461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR **4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** 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 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

ANNEXURE - I

(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Seema Duddagi			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
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)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
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	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				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

PROVISIONAL OFFER LETTER

Letter Release Date: 24/08/2023

Dear Ms. Jennifer Anthony Dcruz,

Mindpool Technologies Ltd. is pleased to offer you a Provisional Offer for the position of “**Product Support Intern**”. You will be appointed at the client location.

The CTC (Cost to Company) being offered to you for this position is **Rs. 23392 Per Month**. Please find annexure-1 on page-2 for CTC Break-up in details.

Date of Joining on: 07/09/2023

Base Location: Pune

Work Location: Allscripts Healthcare Technologies (India) Private Limited

Wing 2, Cluster D, 2nd Floor, EON Free Zone, MIDC Kharadi Knowledge Park, Kharadi, Pune, Maharashtra 411014

Contract End: 29/08/2024

Notice Period : 30 Days

Please note : This Offer letter shall automatically stand withdrawn in case we do not receive your acceptance within two days from issue of this letter

Pre-Onboarding Guidelines

We at Mindpool Technologies feel pre-on boarding process to be a critical and foremost responsibility of the new joiner hence to simplify it, we would request you to follow the process mentioned below:

Joining Document Type	Keep file name of your document as per below (No spaces allowed)	Remarks
Last Two Companies Relieving / Experience Letter (if experienced) combined in one document	Separation	All the documents shall be submitted on or before joining date else joining can't be considered.
Last 3 Months Salary Slip combined in one document (if experienced)	Salary	
Cancelled Cheque/Bank Account Information Snapshot	Bank	
Highest Education Certificate	Education	
PAN Card	PAN	
Aadhaar Card	Aadhaar	All the documents should be submitted in soft copy (pdf, jpg, png) format only.
Passport Size Photo (100*100 Pixel-Resize in Paint)	Photo	
Permanent Address Proof (Passport / Aadhaar/ Light Bill/ Rent Agreement etc)	Address	
HRIS Form	HRIS	
Form-F (Gratuity Nomination)	Gratuity	
Form-2 (PF Nomination)	PFN	One document size should not exceed 1 MB.
Form-11 (PF Declaration)	PFD	
Wage Nomination	Wage	

Please note that your Employment is conditional upon receipt of a satisfactory Background Check.

Appointment Letter will be issued to you only after verification of document which will have all the employment terms & conditions in details. We welcome you to Mindpool Technologies and look forward to along and mutually beneficial association.

Mindpool Technologies Limited

Regd. Office: Awfis Space, 3rd & 4th, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: Info@mindpooltech.com www.mindpooltech.com

CIN NO: L72900PN2011PLC138607

Annexure-1: CTC Structure

	CTC Components	Amount Rs. Per Month
Fixed CTC Components	Basic Salary & DA	15000
	Housing Rent Allowance	1500
	Medical Allowance	0
	Conveyance Allowance	0
	Telephone Allowance	0
	Petrol Allowance	0
	LTA	0
	Meal Card Allowance (If opted)	0
	Uniform Allowance	0
	Special Allowance	2871
	(A) Gross Salary (Sum of above Fixed Components)	19371
Employer Contribution	(B) Bonus (Monthly Amount Paid in Salary)	1250
	Provident Fund	1950
	Welfare Fund (If Eligible)	0
	ESIC & Group Insurance	821
	Gratuity (Paid as per Gratuity Act)	0
	(C) Employer Contribution Total in CTC	4021
	(D) Variable Salary (Performance Based-Paid Annually)	0
	(A+C+D) Total Cost To Company	23392
Employee Deduction	Provident Fund	1800
	LWF (Slab Wise) (If Eligible)	0
	PT (Slab Wise)	200
	Meal Card Allowance (if opted)	0
	ESIC (if applicable)	155
	(E) Total Employee Deduction (Excluding TDS as per Income Tax Slab)	2155
	(A+B-E) Net Take Home	18466

Notes for CTC Break-up:

Bonus/Ex Gratia: Above mentioned amount will be paid monthly in the Salary.

ESIC (if eligible): It is for medical benefit which employee gets through Govt only.

Income Tax/TDS: It will be deducted from monthly salary as per I Tax Slab/Investment declaration.

Labour Welfare Fund: Amount will be deducted as per State Act.

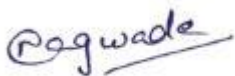
Profession Tax: Amount will be deducted as per State Act. For Maharashtra, in February month extra Rs.100/- will be deducted as PT so total Annually Rs. 2500.

Shift allowance: Shift Allowance amount is already adjusted in the above CTC & will not be paid extra unless Client pays it separately.

Group Mediclaim Policy: For Self (Routing) Only Employee will be covered in Group Mediclaim Policy.

All Statutory and Regulatory deductions will be done as per the prevailing regulations. The Compensation Structure is strictly confidential and must not be discussed with anyone other than your Reporting Manager/ the Human Resources Department. Please feel free to call HRD if you have any query.

For Mindpool Technologies Ltd.



HR Department

Mindpool Technologies Limited

Regd. Office: Awfis Space, 3rd & 4th, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: Info@mindpooltech.com www.mindpooltech.com

CIN NO: L72900PN2011PLC138607

Ref: 840612/2055253/Permt

Date: 08th April, 2022

Alphonsa Amalia Mathew Braganza
Sagar Park 46/9, Plot No 30 Wadgaonsheri
Mundwa Road, Pune City, Dukirkline Pune Maharashtra
Phone No: 9146771305

Subject - Offer of Appointment

Dear **Alphonsa Amalia Mathew Braganza**,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on **U1** band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 330000 (Rupees Three Lakhs Thirty Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **08th April, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Pooja Solankar** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Cerebrum IT Park, Marigold Complex, B1 2nd Floor, Kalyani Nagar, Pune - 411006**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Pooja Solankar** latest by **08th April, 2022**.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with Offers Team (E-Mail: SM00592470@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure - A

NAME	Alphonsa Amalia Mathew Braganza	
TITLE	Associate Customer Support	
BAND	U1	
LOCATION	Pune	
COMPONENTS	Per Annum (All figures in Indian Rupees)	
BASIC (@35% OF TOTAL FIXED PAY)	99232	
HRA (@70% OF BASIC)	69463	
BONUS / STATUTORY BONUS	16800	
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	11908	
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)	0	
PERSONAL PAY	86118	
TOTAL FIXED PAY..... (A)	283521	
TOTAL VARIABLE PAY (TVP)..... (B)	31502	
ADDITIONAL BENEFITS..... (C)	14977	
GRATUITY	4773	
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204	
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	330000	

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Company Transport:

- In the event of your availing Company provided transport to commute to and from office, deduction will happen from your salary as per applicable policy

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

iii) *Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.

iv) Insurance

a) Group Term Life Insurance Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) Hospitalisation coverage: 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.

Notes:

a) Performance Incentive will not be payable if you have resigned and are serving notice period or are not on the company rolls on the date of disbursement.

b) Performance Incentive would be subject to Tax deduction as per Income Tax Act.

c) The Company reserves the right to amend, modify, rescind / reinstate the above mentioned schemes partly or completely at any point of time.

With Best Wishes,
For Tech Mahindra Ltd.



Mukul Sah
Group Function Head (Support) – Human Resource

Accepted by :

Location :

Date :

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this

Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- (iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- (iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and

- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' 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.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- (a) Either party can terminate this employment by serving a notice of **60** days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.
- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) 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 the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. Personal Indebtedness

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

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

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

(iii) You shall access only those web sites, which are relevant to your work at hand.

(iv) You shall not use any company resource for hacking or other unethical / illegal activities.

(v) You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues

like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.
 15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.
-

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Annexure- C - Medical Declaration

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:		Last Name:	
Gender: Male / Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			

Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:**Name:****Date:**

(DD/MM/YY)

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the following documents in **original(For Verification only)**, along with 1 copy of each.

- (a) Certificates' supporting your educational qualifications along with marks sheets
- Xth Certificate & mark sheets
 - XIIth Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents – if any
- (b) Your relieving letter from your present organization
- (c) Service Certificate from the last employer as well as all previous employers.
- (d) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed.
- (e) Two passport-sized color photographs with white background.
- (f) Valid Passport
Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (g) PAN Card and Proof of PAN Number
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (h) Aadhaar Card
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

Annexure E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
 - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited. upon termination of my employment.

- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
- IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date :

Annexure - F - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the

names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. Ownership of Work Product: Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. Partial Restriction on Post-Termination Competition: Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. Covenant Not To Compete. I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

(a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

(b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business

interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. Compliance Not Contingent Upon Additional Consideration: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited. provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. Damages and Remedies: I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. Severability: Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. Entire Agreement: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited. on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. Binding Effect: This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited. (Together with their successors and assigns).

13. Choice of Law: This Agreement will be governed and controlled in all respects by the laws of India.

14. Choice of Forum: The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Tech Mahindra Ltd.
Date of Joining: _____
Dear Sir/Madam,

I _____ Associate Id No _____

(Associate) of Tech Mahindra Ltd, do hereby state to have read and accepted that Tech Mahindra Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. In Company website (www.techmahindra.com >> Investors >> Overview), I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.
I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR) Signature of the Associate
Name:

ONDIRECT/22-23/APT/3522

June 13, 2022

Ms. Romila Roman Souza

Pune

SUBJECT: LETTER OF APPOINTMENT

Dear Ms. Souza,

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. **June 13, 2022** on the following terms & conditions:

1. Designation:

You will be designated as **Research Analyst Data Practice** in the **Email Verification** Department.

2. Place of Posting:

You will be posted in our office at On Direct Marketing Services LLP, Pune. You are liable to be transferred to any other Department, Unit, Post or place either in existence or to be set up / established/ opened in future either in India or abroad. You are also liable to be sent on deputation for service at any station or in any company, in which ON DIRECT MARKETING SERVICES LLP or any of its 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. Non-Compliance of the transfer order shall be an act of misconduct.

3. Grade:

You will be placed in Grade **E1** as per the structure of the company.

4. Remuneration:

Your monthly compensation details and leave benefits are enclosed in Annexure - A, Page no. 6.

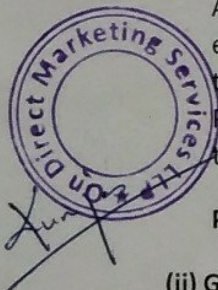
(i) PF Contribution :

A sum equal to 12% of your Basic Salary subject to a minimum of Rs. 1800.00 would be deducted each month towards your contribution towards Provident Fund and a matching contribution towards Provident Fund and a matching contribution as per prescribed rates under The Employees Provident Fund and Miscellaneous Provisions Act 1952 of your Basic Salary would be contributed by the company.

Professional Tax : Professional tax will be applicable as per government rules.

(ii) Gratuity

You will be eligible for the payment of gratuity in accordance with the provisions of Payment of Gratuity Act, 1972, as and when applicable; upon completion of 5 (five) years of continuous service with us. The amount of gratuity will be equivalent to (15) fifteen days Basic salary last drawn for each completed year of service. To be more specific gratuity shall be paid in accordance with the



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provision of section 4 of this Act. However, the gratuity or its eligibility shall stand forfeited in the event of your services being terminated for any act, proven willful omission or negligence that causes, results or leads to any damage or loss to the company, in any form whatsoever or otherwise as the case may be. Thus gratuity may be wholly or partially forfeited in accordance with the provision of section 4(6) (a)/ 4(6) (b) of the payment of Gratuity Act, 1972.

(iii) Specialized Training

If you are provided any Specialized Training, then you are bound to serve the company for such period as specified in the bond for Training that you may be expected to execute at that time.

5. Probation:

Your appointment shall be on probation for an initial period of six months from the date of joining of your services and at the end of which your services shall automatically deemed to be confirmed unless otherwise specified.

6. Separation:

- a) During probation or extended period(s) thereof, your service is liable to be terminated without assigning any reason or payment in lieu thereof. In case you leave your employment during probation period, a notice of 7 working days would be required, without giving requisite notice, no relieving order will be issued and settlement of dues will be at the discretion of the Management.
- b) **Subsequent to confirmation**, you can terminate this contract by giving a notice of One Month or payment of One Month's gross salary in lieu thereof. In case you leave your employment without giving requisite notice, no relieving order will be issued and settlement of dues will be at the discretion of the Management.
- c) The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 3 days without prior approval from his reporting Supervisor/Manager.
- d) The services of such employees will be terminated on non-communication on employee's behalf with his/her supervisor/Manager or the HR representative.

Full & Final settlement of dues will be processed after 45 days approximately irrespective of voluntary or involuntary separation. **The management reserves the right to deduct or recover all expenses incurred during your tenure with the company, if the required notice period has not been served.** This may include but not limited to cost for recruitment, training, on-boarding, infrastructure and other costs.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

- i) If you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties.
- ii) If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations.



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iii) If you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.

IV) If you have been found joining another organization at the time you are associated with ON DIRECT MARKETING SERVICES LLP. This is a legal breach of law of dual employment.

V) Remuneration: It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.

7. Retirement:

You shall retire from the services of the company on attaining the age of 58 years on the basis of the age submitted by you, subject to your being medically fit.

8. Duties and Responsibilities

Your target would be reviewed at the end of each month. The Company will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and confirm to such duties, directions and instruction assigned or communicated to you by the company and those in authority over you.

You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this your services would be liable for termination with immediate effect, notwithstanding any other terms and conditions mentioned in the appointment letter.

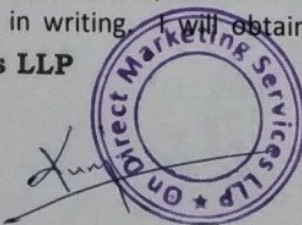
You shall neither divulge nor give out to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of ON DIRECT MARKETING SERVICES LLP's and its clients business and operating processes, technical know-how, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by virtue of your being our employee. To this effect, you will be required to sign a non-disclosure agreement when you join the Company.

(ii) Under applicable law and under terms of your employment and confidentiality agreement with the Company, you are required to keep all such information confidential and not to use it for the detriment of the Company. In particular, you may not use it for, or disclose it to, any new employer that is or may be a competitor of the Company. Furthermore, to the extent you were to solicit any existing customers under contract with the Company, the same maybe in breach of your contract/confidentiality obligations and may also constitute tortious interference with Company's contractual relationships.

9. CONFIDENTIALITY

Recognition of Company's Rights Non-Disclosure. At all times during my employment and thereafter, I will hold in strictest confidence and will not disclose, use, lecture upon or publish any of the Company's Proprietary Information (defined below), except as such disclosure, use or publication may be required in connection with my work for the Company, or unless an officer of the Company expressly authorizes such in writing. I will obtain Company's written approval before

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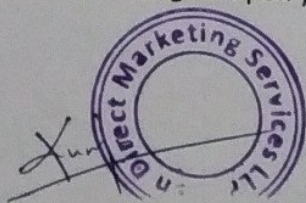
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publishing or submitting for publication any material (written, verbal, or otherwise) that relates to my work at Company and/or incorporates any Proprietary Information. I hereby assign to the Company any rights I may have or acquire in such Proprietary Information and recognize that all Proprietary Information shall be the sole property of the Company and its assigns.

Proprietary Information: The term "Proprietary Information" shall mean any and all confidential and/or proprietary knowledge, data or information of the Company. By way of illustration but not limitation, "Proprietary Information" includes (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, improvements, discoveries, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); and (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, suppliers and customers; and (c) information regarding the skills and compensation of other employees of the Company. Notwithstanding the foregoing, it is understood that, at all such times, I am free to use information which is generally known in the trade or industry, which is not gained as result of a breach of this Agreement, and my own, skill, knowledge, know-how and experience to whatever extent and in whichever way I wish.

Third Party Information: I understand, in addition, that the Company has received and in the future will receive from third parties confidential or proprietary information ("Third Party Information") subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of my employment and thereafter, I will hold Third Party Information in the strictest confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for the Company) or use, except in connection with my work for the Company, Third Party Information unless expressly authorized by an officer of the Company in writing.

1. **Force Majeure:** The employer or employee hereto shall not be liable for failure to perform or for delay in performance of any provision/s of this Contract if such failure occur on account of any of the following events such as fire, accident, riots, flood, pandemic, earthquake, epidemic, storm, terrorist activities, war, Act of God, or any irresistible force (Hereinafter called "Force Majeure" Event) restraining to performing the services, and which are not attributable to the fault or negligence of the said parties.
2. If such Force Majeure event continues to operate for a period exceeding 1(one) month, the enforceability of the terms and conditions mentioned in the said Contract shall be mutually decided between both the employer and the employee. Further, if the premises or any part thereof, is sealed or prohibited to be used due to any circular/notification of Governmental/Municipal/Judicial/Quasi-Judicial or local authority resulting in the Employer being unable to use and access the said premises then, the entitlement of the Employment benefits shall be decided at the sole discretion of the Management.
3. **Others : Misconduct (Sexual Harassment & Medical Fitness/BGV)**
 - a. Under the Sexual Harassment Prevention Act. 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
 - b. Your appointment is contingent upon Medical Fitness Certificate 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



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Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).

- c. You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

10. **Rules & Regulations 10.1 Employment:** I agree and understand that nothing in this Agreement shall confer any right with respect to continuation of employment by the Company, nor shall it interfere in any way with my right or the Company's right to terminate my employment at any time, with or without cause.

10.2 Medical Fitness: This appointment shall be subject to your being found medically fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any particular point of time you are found medically unfit during your services, the Company will be liable to take a decision of continuing or terminating followed by a medical check which may also happen through Company assigned Physician.

10.3 Authentication: The Company shall verify the facts stated by you in all Company documents, which you submitted during the interview process. If any of the facts stated by you in the resume / documents is found not true, your services will be terminated immediately without any notice or any compensation in lieu of the notice period.

GOVERNING LAW

This agreement shall be governed by the Laws of India and the Courts at PUNE will have the jurisdiction to try all / any dispute/s that may arise out of this contract.

If you find that the terms are favorable, please indicate your acceptance within five (5) days from the date of this letter.

We welcome you again to our family and trust your association with us would be a long and meaningful one.

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

Please sign the duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

Thanking You,

For,

On Direct Marketing Services LLP.

Accepted By

Name:

Date: ____ / ____ / ____

Name: Upasna Khanduri

Designation: Chief People Officer

Department: Human Resource

On Direct Marketing Services LLP

Name :	Romila Roman Souza	Department :	Email Verification
Emp ID :	103210	Designation :	Research Analyst Data Practice

S.No.	Particulars	Amount		Remark
A	EARNINGS - FIXED COMPONENTS	Monthly	Annually	
1	Basic	Rs. 4,197	Rs. 50,364	Monthly Bank Transfer - Payroll
2	HRA	Rs. 2,099	Rs. 25,188	Monthly Bank Transfer - Payroll
3	Management Allowance	Rs. 5,693	Rs. 68,316	Monthly Bank Transfer - Payroll
4	Attendance Bonus	Rs. 2,000	Rs. 24,000	Bonus linked to Attendance
5	Bonus Linked Incentives (Variable)	Rs. -	Rs. -	Based on Performance
	Monthly Gross (A)	Rs. 13,989	Rs. 1,67,868	

B	OTHER BENEFITS			
1	Residence Phone	Rs. -	Rs. -	Monthly Bank Transfer - Payroll
2	Car Hire Reimbursement	Rs. -	Rs. -	Monthly Bank Transfer - Payroll
3	Uniform Reimbursement	Rs. -	Rs. -	Monthly Bank Transfer - Payroll
4	Helper Reimbursement	Rs. -	Rs. -	Monthly Bank Transfer - Payroll
5	PF - EMPLOYERS CONTRIBUTION	Rs. 523	Rs. 6,276	Employers Contribution towards PF
6	ESIC - EMPLOYERS CONTRIBUTION	Rs. 488	Rs. 5,856	Employees Contribution towards ESIC
7	Gratuity	Rs. -	Rs. -	As per the Gratuity Act
	Monthly CTC (A+B)	Rs. 15,000	Rs. 1,80,000	

C	DEDUCTION			
1	PF - EMPLOYERS CONTRIBUTION	Rs. 523	Rs. 6,276	Employers Contribution towards PF
2	PF - EMPLOYEES CONTRIBUTION	Rs. 523	Rs. 6,276	Employees Contribution towards PF
3	ESIC - EMPLOYERS CONTRIBUTION	Rs. 488	Rs. 5,856	Employees Contribution towards ESIC
4	ESIC - EMPLOYEES CONTRIBUTION	Rs. 113	Rs. 1,356	Employees Contribution towards ESIC
5	Gratuity	Rs. -	Rs. -	As per the Gratuity Act
6	PROFESSIONAL TAX	Rs. 200	Rs. 2,500	EmployeeS Contribution towards PT
	TOTAL DEDUCTIONS	Rs. 1,847	Rs. 22,164	

	Net Take Home (A+B-C)	Rs. 13,153	Rs. 1,57,836	
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D	Tax Deduction at Source			
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Your compensation is a confidential matter between you and the Organization.
Any breach of this confidentiality will be treated with seriousness

For,
On Direct Marketing Services LLP

Accepted By

Upasna Khanna
Chief People Officer - Human Resource

Name :
Date :

From: **Alex Pandit** <alexandit2000@gmail.com>
To: **suvarna.nade@christcollegepune.org** <suvarna.nade@christcollegepune.org>
Subject: Fwd: Congratulations!!!
Date: 13.09.2023 15:36:18 (+02:00)

Fyi..

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

From: **Glassberry** <hrglassberry@gmail.com>
Date: Fri, 28 Jul, 2023, 3:37 pm
Subject: Congratulations!!!
To: Alex Pandit <alexandit2000@gmail.com>

Hello Alex Pandit,

Welcome to Glassberry.....!!!!

Congratulations, it is with great pleasure that we would like to offer you the Graphic Designer Intern position at Glassberry IT Solutions Pvt. Ltd.

We believe that your knowledge, skills and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of Glassberry.

Your joining date will be 31st July 2023 at 10:00 Am.

Kindly bring the copy of the following documents at the time of joining: -

- 1) KYC (Adhaar Card & Pan Card)**
- 2) Passport size photograph**
- 3) Cancelled Cheque / passbook copy.**

For any assistance feel free to connect on 9021181290. You will receive an internship letter after joining, and a certificate after completing the internship.

Thanks and Regards
Team Glassberry

STRICTLY CONFIDENTIAL

27-Jul-2023.

To,

Ankit Kale

OFFER LETTER

We thank you for the keen interest you have shown in our organization. We are pleased to offer you the position of **Service Desk Engineer** with Elitser Infotech Pvt. Ltd. ("Company"). Your employment with the Company would commence on or before **1st Aug 2023**.

Your salary (**Total CTC**) will be **INR 300000/- (Rupees Three Lacs Only per annum)**. All statutory deductions will have to be borne by you. The details of your compensation and benefits are listed in Annexure 1.

Your employment will be subject to the standard terms and conditions of employment of the Company as specified under Annexure 2 of this letter and will be governed by various policies, rules, and guidelines of the Company.

Welcome to Elitser and looking forward for your association with the Company!

Annexure 1: Salary Particulars

Particulars	Amount in Rupees	
	Monthly	Annual
Basic	13913	166956
House Rent Allowance (HRA)	6949	83388
Statutory Bonus	1000	12000
Gross Salary-(A)	21862	262344
Deductions-(B)		
Provident Fund (Employee's Contribution)	1670	20040
Professional Tax	200	2400
Total Deduction	1870	22440
NTH (Net take Home)=(A-B)	19992	239904
Company Contributions – C		
Provident Fund (Employer's Contribution)	1670	20040
Gratuity (Eligible after continuous service of 5 yrs)	668	8016
Medical Insurance	800	9600
Total CTC	25000	300000

Annexure 2: Terms and Conditions of Employment

1. There will be an initial probation period of 6 months. Employee would be deemed to have completed his or her probation period successfully at the end of the probation period unless his or her employment is terminated prior to the date of probation period, or the probation period is extended in writing by the Company.
2. Your services will be liable for termination on providing 60 days' notice from either employee or Company side or 60 days' gross salary in lieu thereof. During your tenure if your work is not found satisfactory, then your services will be liable to be terminated without further reason by providing 60 days' notice or 60 days' gross salary in lieu thereof. The notice period may not be applicable if the employee is being terminated for misconduct and notice period if any will be finalized at the discretion of the Company.
3. All rewards and increments will be based purely on your performance on the job and your contribution to the Company as per existing Company policies.
4. You will be required to observe the rules and regulations applicable to all the employees of the Company.
5. The Company reserves the right to transfer you, to any location or center where we have operations, based on business needs at that point of time. You will be traveling as per company's requirements within India or Out of India.
6. The standard work timing is between 9:30 am to 6:30 pm from Monday to Saturday. We are closed on all Sundays. At times flexibility in work timings would be required as per the Company's requirements.
7. You will be entitled to Earned leave of 1.5 days per month. However, leave accumulated during probation period can only be eligible for consumption after successful completion of probation period. Leaves taken during probation period will be treated as LOP (Leave without Pay).
8. All confidential information must be held in trust and used solely for the purposes such information is provided for. In no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligations with the Company.
9. While in the service of the Company and for duration of 6 months after leaving the Company, you will not directly or indirectly engage in services with any of our competitors or start your own consultancy or work of a similar nature.

10. During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, Company or organization whether with or without remuneration. You will not engage yourself or be interested directly in any trade of business, either as employer or employee or partner or advisor or any other capacity.
11. While employed with the Company you will promptly disclose to it and assign to it your interest in any invention, improvement or of discovery made or conceived by you either alone or jointly with others, to any proceedings relating to such invention, improvement, or discovery and in any domestic and foreign patent or protection covering the same.

The terms and conditions of your offer letter as intimated to you hereafter, are strictly confidential and you are not to divulge these terms to any employee of the Company / person connected with the Company.

Please send us a confirmation of acceptance via email and sign the offer letter and send a scan copy back.

Wish you a successful and satisfying career with Elitser!

Sincerely,



Shraddha Hatkar
Manager - HR & Admin

30-Nov-2021

Joshua Sathe

SR no-114 Chavan Colony Vishrantwadi

Pune Maharashtra 411015

India

Letter of offer

Dear Joshua,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,34,010 (Indian Rupees Two Lakh, Thirty Four Thousand And Ten Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **30-Nov-2021**.

Place of work: Your place of work will be **Pune - Magarpatta**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

UAE

UK

USA

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.

- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- k. You will automatically retire from the services of the Company on completing the age of 58 years.
- l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
- m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Accepted and Agreed



Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Annexure II			
Name	:	Joshua Sathe	
Title	:	Associate - Ops	
Role Band	:	A	
BU/EU	:	Insurance	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		7,316	87,793
House Rent Allowance		3,658	43,897
City Compensatory Allowance		1,312	15,745
Sub Total - I	A	12,286	1,47,435
Bonus / Incentive (4)	(a)	2,457	29,486
Company's contribution to Provident Fund (1)		1,035	12,425
Company's contribution to ESI (3)		479	5,750
Sub Total - II	B	3,972	47,661
Total Fixed Pay	C = A + B	16,258	1,95,096
Bonus / Incentive at Maximum Level (4)	(b)	5,700	68,400
Gross Pay (CTC) at Minimum Level	D = C	16,258	1,95,096
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	19,501	2,34,010
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2)The Company provides following discretionary Insurance benefits: a) Mediciclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature



Instructor:

- Joshua Rodrick

GUITAR LESSONS

- Individual or Group Sessions.
- For ages 7 and above.
- Learn Acoustic, Fingerstyle, or Rock N Pop Styles.
- Learn from Experienced Teachers.
- Learn to
 - Play by ear
 - Improvise.
 - Play Scales, Rhythms, Chords, Arpeggios and much more.....
 - Play your favorite songs.

For more information :
9834483749



Sheridan

Letter of Acceptance

Pratiksha Pansare

September 01, 2023

Date of Birth: September 05, 1998

Student ID Number: 991727556

Address: Pleasant avenue A-28; 4th floor S
NO.32 Near neco garden,vimannagar ,pune
Pune, MH 411014
India

Institution: Sheridan College
Designated Learning Institution #: O19385946782
Post-Secondary Public Institution

Status: Full-time studies, Academic, Non-Exchange
Term: Winter 2024

Dear Pratiksha,

Congratulations! We are very pleased to offer you admission to:

Program

PADAC - Advertising - Account Management Coop
Entry Level: Year 1 / Semester 1
Level of Study: Ontario College Graduate Certificate

Campus

Hazel McCallion Campus
Mississauga
ON

Orientation starts the week of: January 3, 2024

Term Start Date: January 8, 2024

Last Registration Date: January 12, 2024

Expected Graduation Date: December
2024

Accept Your Offer of Admission

You must accept your offer of admission by September 16, 2023 or your offer and Entrance Scholarship may expire.

- Accept your offer by selecting the "Accept/Decline admission decision" that is directly above the "VIEW YOUR OFFER LETTER" button in your [Sheridan Application Portal](#) and select your option to accept/decline.

Your next steps:

- Explore your [Sheridan Application Portal](#) - helpful hints and information will help you start off right.
- Access [resources and supports](#) to help you make the move from applicant to successful Sheridan student.
- Check your email frequently for updates from Sheridan.
- See your program Fee Estimate enclosed. Prompt payment secures your seat in the program.



CHRIST

(DEEMED TO BE UNIVERSITY)

KANAKA PETA, CHENNAI



RADHIKA GARG

23121029

MBA

Valid till: 07/2025

Dear Ghule Viraj Sambhaji ,

Congratulations! We are pleased to offer you provisional admission to the Industry Integrated Full Time **MBA at the Ajeenkya DY Patil University** for the Class of 2023. The details of your admission are in the table below

Campus Name: **Ajeenkya DY Patil University**

Date of Joining: **August 21, 2023** (Tentative and subject to change, to be confirmed closer to the actual starting date)

Fee structure for the session 2023-2025 is given below:

ERP registration fee of Rs 2,000/- is waived off for the students.

	Fee Amount	Scholarship	Fee Applicable	Due Date (Tentative)
Semester 1 Fee	110500.00	0.00	110500.00	September 02, 2023
Semester 2 Fee	110500.00	0.00	110500.00	November 30, 2023
Semester 3 Fee	110500.00	0.00	110500.00	June 30, 2024
Semester 4 Fee	110500.00	8500.00	102000.00	November 30, 2024
Total	442000.00	8500.00	433500.00	

For Seat Booking, please log in to Sunstone hub link given below and make the payment
<https://hub.sunstone.in>

MIT Art, Design & Technology University, Pune

(Estd. by Government of Maharashtra vide Act No. XXXIX of 2015)

Ref: MITADTU/MITCOM/23-24/01



MIT-ADT
UNIVERSITY
PUNE, INDIA
A MAHARASHTRA GOVT. COLLEGE

Date: 03 / 07 / 2023

Subject: **Offer letter for provisional admission to MBA - Digital Marketing**

Dear MUZAFFAR IMTIYAZ SHAIKH,

Congratulation. It gives us immense pleasure to welcome you to MIT Art Design & Technology University's, MIT College of Management, Pune. You are selected for the program: MBA - Digital Marketing **For the academic year 2023-24.**

You are informed to confirm the admission by paying online University & Tuition Fee of Rs. 50, 000/- on or before 08th July 2023, failing which your application for the above-said program stands canceled.

***Mode of payment: Online**

⇒ **Process:-**

1) Visit to www.mituniversity.edu.in or <https://www.tcsion.com/SelfServices/>

2) Click on login

3) Enter your ID and Password

Your ID - muzaffarshk25@gmail.com

Password - muzaffarshk25@gmail.com

4) Generate new password and remember for future.

5) Click on **Online Payment**

6) Read disclaimer carefully and close the box

7) Click on **Pay now options**

8) Select **bill desk option (104_Academics Fee)** under the Payment gateway

9) Click on **proceed button to pay the fees.**

* For fee structure click on "Fee" button once you login.

Your score of Online Interview is 82 / 100

The admission stands confirm to this program on the provision of providing the valid Score card of qualifying exam (MBA-MH-CET/CAT/MAT/ATMA/CMAT/PERA - Applicable to PG Courses) & final year passing certificate.

S.M. Karad

Regards,

Dr. Sunita M. Karad

Dean & Director of MIT College of Management,
MIT ADT University, Pune





DR. D. Y. PATIL GROUP

DR. D. Y. PATIL GROUP OF INSTITUTION'S

DR. D. Y. PATIL TECHNICAL CAMPUS

DR. D. Y. PATIL SCHOOL

OF M.C.A

Dr. D. Y. Knowledge City, Charholi Bk, Via. Lohegaon,
Pune - 412 105.

LIBRARY CARD

Borrower's Card No.: MC23116013

Name in Full (Capital) Aryan Sudhir Nair

Permanet Address : _____

Course : MCA Class : 1st

Roll No.: — Year : 2023-25

Tel.: — Mob.: _____

Aryan
Student's Signature

Survey. No. 123 & 124, MIT-WPU Campus, Paud Road, Kothrud, Pune - 411 038.

Phone: - 020-25703400 Fax 020-25442770, Website: <https://mitwpu.edu.in>, Email: registrar@mitwpu.edu.in

Application form for seeking admission for Academic Year 2023-2024

PRN	1062232779	Faculty	Faculty of Management
Academic Level	MANAGEMENT (SOM)	Program	MBA Operation and Supply Chain Management
Class/Std.	FY MBA-Operation and Supply Chain Management (SEM)	Admission Category	OPEN
Seat Type	MAHARASHTRA STATE	Domicile	MAHARASHTRA STATE

Sir/Madam,

I am applying for admission for **MANAGEMENT (SOM)** program under the **Faculty of Management** at **Dr. Vishwanath Karad MIT World Peace University [MIT-WPU], Pune** for the academic year **2023-2024**. The details of my candidature are as below.

Personal Information

- | | | | |
|---|---|--|---|
| <p>1) Student Name :</p> <p>2) Gender (M/F/T) :</p> <p>3) Category :</p> <p>4) Mobile No. :</p> <p>5) Present Address :</p> <p>6) State :</p> <p>7) Permanent Address :</p> <p>8) State :</p> <p>9) Aadhar No. :</p> <p>10) Sports(Y/N) if 'Yes', name of sport :</p> | <p>Shoheb Sayyed
(Name as per previous mark-sheet)</p> <p>Male</p> <p>OPEN</p> <p>919850272959</p> <p>Flat No. 1941, Airport Pune Flat No. 1941, M 15, Maharashtra Housing Board, Pune-06., Pune</p> <p>Maharashtra, India</p> <p>Flat No. 1941, Airport Pune Flat No. 1941, M 15, Maharashtra Housing Board, Pune-06., Pune</p> <p>Maharashtra, India</p> <p>898904231008</p> | <p>3) Blood Group :</p> <p>5) Nationality :</p> <p>7) Email Id :</p> <p>Pin Code :</p> <p>Pin Code :</p> <p>11) Passport No. :</p> | <p>B+</p> <p>INDIAN</p> <p>meetshoheb@gmail.com</p> <p>411006</p> <p>411006</p> |
|---|---|--|---|





SYMBIOSIS CENTRE FOR DISTANCE LEARNING

Symbiosis Bhavan, 1065 B, Gokhale Cross Road,
Model Colony, Pune - 411016 (Mah.) India

Tel: +91 20-25211111

Website: www.scdl.net



Name: Akshat Tarachand Jain

Program: PGDRM **Reg. No.:** 202303717

Address: C-704, Victoria Garden, Kalyani Nagar,
Pune-411006, Maharashtra, India

Email ID: aks20230371702@student.scdl.net

Validity: Jul 2023-Jun 2027

Director



Receipt

Receipt - Sept. 2, 2023

Udemy India LLP

10th Floor, ResCowork 07, Tower B, Unitech Cyber Park, Sector 39
Gurgaon, Haryana, India, 122003
udemy.com

Date: Sept. 2, 2023

Order #: AD-685765715A48616E6D616838

Sold To: Tanu Agrawal

Item Tally With GST+ Income Tax+ Excel+ Audit = 7 Basic Subjects

Ordered Sept. 2, 2023

Coupon Codes ACCAGE0923

Quantity 1

Price ₹499.00

Amount ₹499.00

Subtotal

₹422.88

Tax*

₹76.12

Total Paid

₹499.00

*For any users charged VAT, the Tax amount is calculated on the Subtotal, not the Total Amount.

If you have any questions about this receipt please contact our [support team](#).

C A/c No - 867 (MCA)

Fees once paid will not be refunded or transferred

Student Copy

A. Y. 20__ - 20__

The Muslim Co-op. Bank Ltd.

Azam Campus Branch, Pune-1

Paid to the credit of

M.C.E. Society's

Allana Institute of Management Sciences, Pune

(A Constituent College of Dr. P. A. Inamdar University, Pune)

No. 062

Date: 31/08/23

Name Shaikh Rahim

Mohideen

Class: I Roll No. _____

Academic Year _____

Sr. No.	Particulars	Amount
1.	Tuition Fees	5800
2.	Development Fees	10000
3.	Other Fees	2200
4.		
5.		
6.		
7.		
	TOTAL ₹	20000/-

₹ (In words) Twenty

thousand Only

Cash/D.D.No. _____

Bank Name _____

Receipt



IMS Learning Resources Pvt. Ltd.

Registered Office

6th floor, NCL Bandra Premises, E Block, Bandra Kurla Complex (BKC), Bandra East, Mumbai - 400 051, Maharashtra, India

Phone : +91 22 6617 0000 | Email : ims@imsindia.com | (CIN) U80220MH1999PTC121823

Trusted for Success

Student Name : Siddhant Bhosale
Address : , - , India
Place of Supply : / 27
Student PIN : IMS0001041750
GSTN :
Mobile : +91 XXX XXX 2222
Email : s****@***.com
Batch : Classroom - GMAT - 2022 - GMAT
Classroom (GMAT 2.0) - 2022
Service Centre : Deccan - IMS International

Receipt No. : 23-24/27/RC282724
Receipt Date : 02/09/2023
Centre Address : Deccan - IMS International, 1216/6/1,
2nd Floor, Fergusson Chambers, Opp.
Fergusson College Gate No.
1, Fergusson College Road, Deccan,,
Pune - 411004, Maharashtra,
State & Code : Maharashtra / 27
GSTN : 27AAACI5903K2Z1
Email : deccan.cie@imsindia.com
Phone : 2040100601

Payment Mode	Instrument Number	Instrument Date	Drawee Bank	Amount INR
Cash	NA	02/09/2023	-	46,000.00

Rupees in Words : Forty Six Thousand Only

For: IMS Learning Resources Pvt. Ltd.

Issued by :
(IMS Deccan - CIE)

Signature & Stamp

Terms & Conditions:

1. Please use the Student PIN (Permanent IMS Number) for all further communication.
2. All payments should be made in Favour of "IMS LEARNING RESOURCES PVT. LTD". The validity of this receipt is subject to the realization of cheque / pay order / demand draft etc. submitted for payment.
3. In case of cheque dishonor by the bank, Rs. 300/- per instance will be charged to the student.
4. Fees once paid will not be refunded in any case, except when the student has enrolled under any special scheme and is subject to fulfillment of conditions as applicable.
5. fees paid for a specific course / service / student shall not be adjusted or transferred in favour of another course / service / student.
6. Any dispute shall be governed by the laws of India and the courts of Mumbai shall have exclusive jurisdiction.



Website : www.imsindia.com

For any assistance download the myIMS App

April 19, 2023

SPEED
POST

Enrollment No.: 23BSP1440

Application No.: 217008

Ms POOJA SHETIYA

PUNYADHAM SOCIETY, TEMPOCHOWK, VADGAONSHERI PUNE

PUNE - 411014, MAHARASHTRA

Tel: 9146781705

Dear Ms POOJA SHETIYA

Enrollment Letter : PGPM Program (2023-2025) : IBS Mumbai

Congratulations and welcome to the PGPM program of IBS Mumbai. Please quote the Enrollment number mentioned above in all your future correspondence.

Registration: The Registration date for Semester-I is May 15, 2023. Registration is a formal reporting activity wherein you have to physically report at IBS Mumbai, submit the 1st installment of Program Fee along with Caution Deposit (Refundable) and requisite documents. Registration for the program will be allowed only on payment of requisite fee.

Academic Activity: Academic activity in the form of Induction Sessions commences from May 16, 2023. Induction Sessions are conducted to provide an understanding about management education and its importance for your career growth. Students are expected to maintain 75% of attendance to become eligible to write the examinations. You are, therefore, advised to Register for the program on May 15, 2023 without fail.

Late Registration: If you are not able to Register by May 15, 2023 due to genuine reasons, you should submit late Registration request to Senior Director, IBS Mumbai giving the reasons thereof prior to May 15, 2023 along with payment of 1st installment of Program Fee and Caution Deposit. Depending on the merit and genuineness of the case, late Registration is permitted till June 05, 2023. Late Registration requests without payment of Program fee and Caution Deposit will not be considered and students who report for Registration after June 05, 2023 will not be permitted to Register.

Submission of Documents: You will have to submit the following documents when you report for registration:

- Copy of Enrollment Letter.
- Two recent stamp size and passport size photographs.
- Self-attested copies of mark sheets of X, XII and graduation. Candidates in their final year of graduation are required to submit the self-attested copies of mark sheets of the previous years / semesters.
- Graduation Percentage Calculation Sheet provided along with this letter (**Annexure-I**).

You will have to produce your original certificates for verification on the day of Registration. The Registration officials will check the original certificates with the self-attested copies and return the originals to you. **Please do not forget to collect your originals after Registration.**

The detailed academic guidelines, rules and regulations that are followed at IBS Mumbai are informed through Student Handbook which will be provided to you at the campus.

P.T.O



Provisional Admission letter for 2 Year FULL TIME PGDM Programme (2023-25) - LIBA

1 message

admissions liba <admissions@liba.edu>

To: ryanmj0810@gmail.com <ryanmj0810@gmail.com>

Wed, Apr 26, 2023 at 12:14 PM

LOYOLA INSTITUTE OF BUSINESS ADMINISTRATION

(LIBA)

LOYOLA COLLEGE CAMPUS, CHENNAI - 600 034

Phone: 044 - 28177100 Fax: 044- 28173183 Website: www.liba.edu<<http://ec2-52-26-194-35.us-west-2.compute.amazonaws.com/x/d?c=8161783&l=9cdbfe2b-80db-49c3-a9bb-61eee6b210a0&r=7a746229-4c74-4900-9fb9-c04d9fc4c8f4>>

E-mail: admissions@liba.edu<<mailto:admissions@liba.edu>>

Admissions Office

Provisional Admission Letter - 2 year FULL TIME PGDM Programme (2023 -2025)

Dear RYAN MATHEW JAMES

LIBA ID: LIBA23FT000928

Congratulations! You are provisionally selected for the two-year Full-Time Post Graduate Diploma in Management (PGDM) programme 2023-25.

Kindly check the fee structure mentioned below.

Kindly confirm your official acceptance by emailing to admissions@liba.edu<<mailto:admissions@liba.edu>> before 26.04.2023, 11.00 PM. After your confirmation, a Virtual Account Number will be generated and shared for the fee payment.

Kindly pay the first-year fee of Rs.9,89,400/- (Rs Nine Lakhs Eighty Nine thousand four hundred only) through NEFT/RTGS/IMPS on or before 14.05.2023, failing to do so will lead to cancellation of your admission. The Payment has to be made to the Virtual Account Number that would be shared with you after your confirmation and the receipt of the documents mentioned below for verification by us.

Documents to be sent to the Admissions Office through courier for verification:

1. Proof of identity - photocopy of PAN card or Aadhar Card
2. For Catholic Candidates, a letter from the Parish Priest mentioning that the candidate is a catholic and a member of the parish
3. Student and parent undertaking form
4. Duly filled ID card form with 2 passport size photographs.

You and your parent will have to submit an online Anti-ragging affidavit as prescribed by AICTE. The same has to be done in a website mentioned for this purpose and a reference number has to be generated by you. This must be done after the payment of the first year Fees. Failure to comply by this AICTE requirement will result in cancellation of the provisional admission.

LIBA has separate hostels for boys and girls. Students are required to stay on campus. However, exemption is given ONLY for candidates whose residence is within the vicinity of the LIBA Campus. The hostel admission will begin after getting admitted into the program. Admitted students should make a separate request for hostel accommodation after receiving the fee receipt. LIBA will follow the directives from AICTE/MHRD/State Govt relating to commencement of classes. Absence on the first day will risk cancellation of your admission.



CHRIST

(DEEMED TO BE UNIVERSITY)
BANGALORE · INDIA



SUDITI CHANNEY

2328354

MBAO

Valid Till : 05/2024



Balaji Institute of Technology & Management (BITM)

S.No.55/2-7, Tathawade, Off Mumbai-Bangalore
bypass, Pune, Maharashtra 411033
Tel: +91 20 66741243/ 1025



TM2322203

DIYA JOSEPH

Course	MBA
Class	KAVERI
Date of Birth	10/09/2002
Blood Group	O+



Date: 06/04/2023

To,

Vaseem Jafar

PG23MBA002083

PUNE, MAHARASHTRA

**Subject: Provisional Admission to Master of
Business Administration -HR offered at MIT-
WPU Faculty of Management for the Batch
2023-2025**

Dear Vaseem Jafar,

Congratulations!

You applied to the selection process at MIT World peace University for the batch of 2023-2024 for admission to Master of Business Administration - HR. We appreciate and acknowledge that you prepared very hard and done your best. The competition was tough and close. You would be happy to know that that your hard work has paid off and you are selected for Master of Business Administration -HR, a full time POST GRADUATE program of your choice under Master of Business Administration -HR, at MIT World Peace University for the batch of 2023-2024. The University was impressed by your achievement, potential and determination to pursue your passion.

MIT-WPU is the First University of Life Transformation and it is our endeavor to provide

299 Doon Valley Dr.
Kitchener, Ontario N2G 4M4

CONESTOGA COLLEGE INTERNATIONAL EDUCATION OFFICE

Date: June 21, 2023

Alweera Khan
C301, Lunkad Garden, Opp HDFC Bank, Viman Nagar, Lohegaon
Pune, Maharashtra
411014, India

Student Number: 8966469

Dear Alweera Khan

Congratulations on your full-time acceptance to Conestoga College. Your letter of acceptance can be used to apply for your study permit at the Canadian Embassy or Canadian High Commission in your country. As it can often take several weeks to process your study permit, please apply as soon as possible.

Please also be sure to visit our International Scholarship website for scholarship opportunities.

Information regarding **mandatory program and international students' orientations** will be sent to you approximately 8 weeks before your program start date. **These mandatory events will be held prior to the first day of classes.** Please plan your arrival date accordingly.

Note: International students who have been accepted to a program with a co-op placement, an internship or an unpaid field education component, even if the activity is paid or unpaid, on or off campus, or full-time or part-time are required to have a co-op work permit. This information is provided on your letter of acceptance. There is no cost to apply for this permit. The work permit required for co-op placements, internships or unpaid field education can only be used for activities assigned as part of your program of study. It is your responsibility to ensure you have the proper authorization.

For up-to-date information, and to apply on-line for a co-op work permit, please visit Citizenship and Immigration Canada (CIC). Should you have any questions regarding this process, please contact an International Student Advisor in the International Office at <https://www.conestogac.on.ca/international/contact>.

If you have been accepted to a health care or community service related program, you may be required to complete WIL document requirements to be eligible for work-integrated learning (WIL) experiences. These prerequisites are required by legislation and WIL agencies for all persons working in this sector.

FOR IMMEDIATE ACTION: To locate information on your WIL Document Requirements, please visit our myConestoga webpage at www.myconestoga.ca. Please use the below login information to access the page.

Login ID: WILdocumentforms

Password: WIL4International

Please read through the **Welcome Page** information and then proceed to locate your **WIL Document Forms** found under the **WIL Document Forms** tab. Please select your forms based on your Program of study.

DEADLINES: Your WIL document requirements must be completed prior to attending any WIL experience. If your WIL document requirements include immunizations or TB testing, these requirements should be started and completed if possible in your home country. If you have any questions about these requirements after viewing the myConestoga webpage, please to contact **WIL Document Services** at WILdocumentservices@conestogac.on.ca or 519-748-5220 ext. 3101.

Note: if your program is not listed on the WIL Document Forms tab, then your program does not have any WIL document requirements.

We look forward to welcoming you to Canada and Conestoga College.

Best wishes,



Anita Couto
Director, International Enrolment and Operations
Conestoga College



Modern Education Society's

NEVILLE WADIA

**Institute Of Management
Studies & Research Pune-01**

2022-2024



Agrawal Ayush

Class : MBA

Roll No : 126

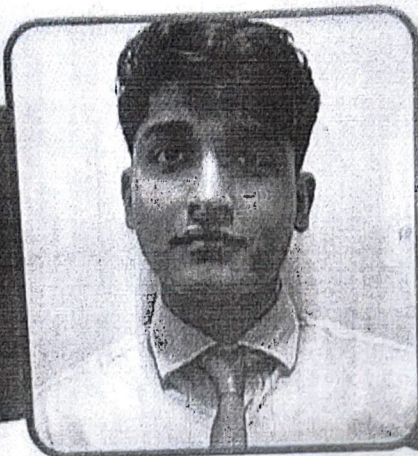

Librarian


**Dr. A.B.Dadas
Director**



Balaji Institute of International Business (BIIB)

S.No.55/2-7, Tathawade, Off Mumbai-Bangalore
bypass, Pune, Maharashtra 411033
Tel: +91 20 66741243/ 1025



IB2321309

ANYUKT CHADHA

Course	MBA
Class	MITHILA
Date of Birth	25/12/2001
Blood Group	B+





MIT-ADT
UNIVERSITY
PUNE, INDIA

A leap towards World Class Education



ATHARVA SANJAY DANDAWATE

MBA In Finance Technology

MITU22MBAF0017

Batch Year: 2022 to 2024

Registrar, MIT ADT University

MIT COLLEGE OF MANAGEMENT

MIT Art, Design & Technology University, Pune

(Estd. by Government of Maharashtra vide Act No. XXXIX of 2015)

Ref: MITADTU/MITCOM/23-24/01



MIT-ADT
UNIVERSITY
PUNE, INDIA
A Step Towards World Class Education

Date: 04 / 08 / 2023

Subject: Offer letter for provisional admission to MBA - Human Resource Management

Dear **IRISH JOHN MAROTIKAL**,

Congratulation. It gives us immense pleasure to welcome you to MIT Art Design & Technology University's, MIT College of Management, Pune. You are selected for the program MBA - Human Resource Management **For the academic year 2023-24.**

You are informed to confirm the admission by paying online University & Tuition Fee of Rs. 50, 000/- on or before 6th August 2023, failing which your application for the above-said program stands canceled.

***Mode of payment: Online**

⇒ **Process:-**

1) Visit to www.mituniversity.edu.in or <https://www.tcsion.com/SelfServices/>

2) Click on **login**

3) Enter your ID and Password

Your ID - irishmarotikal@gmail.com

Password - irishmarotikal@gmail.com

4) Generate new password and remember for future.

5) Click on **Online Payment**

6) Read disclaimer carefully and close the box

7) Click on **Pay now options**

8) Select bill desk option (104_Academics Fee) under the Payment gateway

9) Click on **proceed button to pay the fees.**

* For fee structure click on "Fee" button once you login.

Your score of Online Interview is 77 / 100

The admission stands confirm to this program on the provision of providing the valid Score card of qualifying exam (MBA-MH-CET/CAT/MAT/ATMA/CMAT/PERA - Applicable to PG Courses) & final year passing certificate.

S. M. Karad

Regards,

Dr. Sunita M. Karad

Dean & Director of MIT College of Management,
MIT ADT University, Pune



**Tech
Mahindra**
BUSINESS SERVICES



Nashon Dsouza

Associate ID 84141

Nashon
Authorised Signatory



SkillSource
SOLUTIONS LLP



Angela Paul

Employee ID : 0784
Emergency Contact : 9579669995
Blood Group : B+ve

SkillSource IT Solutions LLP

Unit no. 317, 3rd Floor, Marisoft III,
West wing, Behind Big Cinema,
Kalyani Nagar, Pune - 411014

DELTA ENGINEERING WORKS



Ayaan Khan

Sales Executive

Emp. ID : DEW-010

Birth Date : 07/10/2002

Blood Group : O +VE

Ganesh Nagar, Talawade, Pune-411062.

Mob.: +91 75071 00026

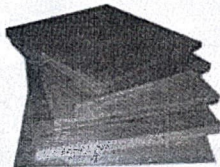
Authorised Signatory

Chirag Bardia

Mob: 9730139339

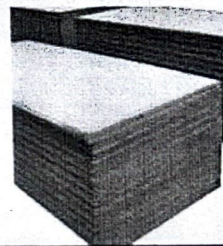
Rajesh Bardia

Mob. : 9226114304



WOODCRAFT
SALES CORPORATION

PLYWOOD WHOLESALE



140, Shukrawar Peth, Shinde Ali, Pune - 411 002.

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Aditya Sachin Salvi
Sr no. 26/1, Road no.13, SumanNiwas,Ganeshnagar,Bopkhel
Pune
411031
IND

Dear Aditya,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment for the position of **VCS Associate(IP)[S]** for Virtual Contact Center-MH,IND, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept this fixed-term employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on 29-Aug-2022 and shall end as per the provisions contained in Section 15 hereinbelow.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

Shiva Honnalli
9561008957



Mallinath Chitali
9665638586

SUN ENGINEERING WORKS

All Types of Heavy Tool Room Activities

**B. U Bhandari Industrial Estate, Plot No. 84,
Sanaswadi, Tal. Shirur, Dist. Pune - 412208**

GSTIN NO - 27ACIPH9927P1ZR
Email : honnallisunworkshop63@gmail.com

JOYSON HESH

NSE NCFM CERTIFIED

•Technical Analyst•



+91-7743892468



Joysonhesh@heshventures.com



www.heshventures.com



Rikhumai Taphou, Senapati,
Manipur.

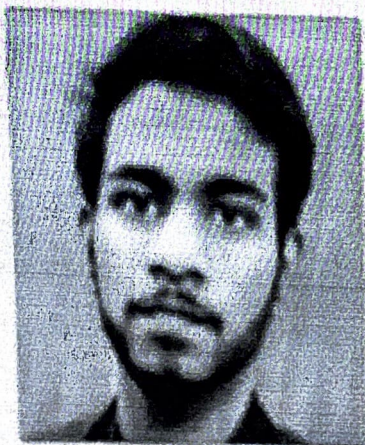
HV

HESH VENTURES





PANGEA
Global Services



Steven Motiwel
Research Analyst

EMP ID : PGS - 784

Department : CDQA

Blood Group : A+ve

Contact (Off) : 020 4121 2005

Emergency : 9112039958

www.pangeaglobalservices.com

Academic Level : PG

Class : FIRST YEAR

Program : M. SC. (BLOCKCHAIN TECHNOLOGY)

Online Payment Status

* We Acknowledge the receipt of your request for online payment for fees though Online. *

Payment Details

Transaction Successful

Payment Transaction Number	: 230800000592
Bank Reference Number	: 17857922771
Payment Account	: 50000.00
Transaction Date	: 2023-08-02 17:16:02

Self Registration

Register for Admission

Online Payment

Personal Information

Personal Info (LC/TC)

Foreign Students Info

Photo & Signature

Stud Specific Information

Address Details

Qualification Information

Employment Details

Upload Documents

Academic Level : PG

Class : FIRST YEAR

Program : M. SC. (BLOCKCHAIN TECHNOLOGY)

Online Payment Status

* We Acknowledge the receipt of your request for online payment for fees though Online. *

Payment Details

Transaction Successful

Payment Transaction Number	: 230800000733
Bank Reference Number	: 17861394354
Payment Account	: 15000.00
Transaction Date	: 2023-08-03 08:30:58

Back

Next

08:31



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri,Pune

Fee Receipt



Admission No:	AD00011675	6407-Rudrani Prasanna Anand	Date:	07-08-2023
Class Div:	F.Y.M.Sc.(CS) A		Receipt No.:	24301429.0
Parent Name:	P6425 - Prasanna Dattatray Anand			
Remark:	Online Payment Receipt- 0000052621			Status: Valid

Mode	Bank	Transaction Id	Date	Amount
Online Payment	-	pay_MLwHPzKHvyeWyD	-	40,000.00

No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	40,000.00	0.0000	40,000.00	0.00
Total		40,000.00	0.0000	40,000.00	0.00

Amount in Words: Indian Rupee Forty thousand Only	Grand Total	40,000.00
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Note: (Installment 1 June to August;Installment 3 December to January;Installment 2 September to November;Installment 4 February to March)



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri,Pune

Fee Receipt



Admission No:	AD00011672	6404-Galande Shruti Ganesh	Date:	04-08-2023	
Class Div:	F.Y.M.Sc.(CS) A		Receipt No.:	24301387.0	
Parent Name:	P6422 - Ganesh Galande				
Remark:	Online Payment Receipt- 0000052513			Status: Valid	
Mode	Bank	Transaction Id	Date	Amount	
Online Payment	-	pay_MKiMj1ghb5BaPb	-	40,000.00	
No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	40,000.00	0.0000	40,000.00	0.00
Total		40,000.00	0.0000	40,000.00	0.00
Amount in Words: Indian Rupee Forty thousand Only				Grand Total	40,000.00
Note: (Installment 1 June to August;Installment 3 December to January;Installment 2 September to November;Installment 4 February to March)					



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri,Pune

Fee Receipt



Admission No:	AD00011394	6264-masher arif choudhari	Date:	11-07-2023
Class Div:	F.Y.M.Sc.(CS) A		Receipt No.:	24300942.0
Parent Name:	P6282 - arif karim choudhari			
Remark:	Online Payment Receipt- 0000050798			Status: Valid

Mode	Bank	Transaction Id	Date	Amount
Online Payment	-	pay_MBAtE7MQt2piAK	-	30,000.00

No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	30,000.00	0.0000	30,000.00	0.00
Total		30,000.00	0.0000	30,000.00	0.00

Amount in Words: Indian Rupee Thirty thousand Only	Grand Total	30,000.00
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Note: (Installment 1 June to August;Installment 3 December to January;Installment 2 September to November;Installment 4 February to March)



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri,Pune

Fee Receipt



Admission No:	AD0001044 8	6056-Samuel Peter Amolik	Date:	15-07-2023	
Class Div:	F.Y.M.Sc.(CS) A			Receipt No.:	24301087.0
Parent Name:	P6074 - Peter Sadanand Amolik				
Remark:	Online Payment Receipt- 0000051307			Status:	Valid
Mode	Bank	Transaction Id	Date	Amount	
Online Payment	-	pay_MDFCRWKpltCzsb	-	30,000.00	
No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	30,000.00	0.0000	30,000.00	0.00
Total		30,000.00	0.0000	30,000.00	0.00
Amount in Words: Indian Rupee Thirty thousand Only				Grand Total	30,000.00
Note: (Installment 1 June to August;Installment 3 December to January;Installment 2 September to November;Installment 4 February to March)					



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri,Pune

Fee Receipt



Admission No:	AD00010398	5998-Sandesh Sameer Waghmare	Date:	19-06-2023
Class Div:	F.Y.M.Sc.(CS) A		Receipt No.:	24300328.0
Parent Name:	P6016 - Sameer Pramod Waghmare			
Remark:	Online Payment Receipt- 0000048406			Status: Valid

Mode	Bank	Transaction Id	Date	Amount
Online Payment	-	pay_M24ktqWP2vpunp	-	40,000.00

No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	40,000.00	0.0000	40,000.00	0.00
Total		40,000.00	0.0000	40,000.00	0.00

Amount in Words: Indian Rupee Forty thousand Only	Grand Total	40,000.00
--	--------------------	-----------

Note: (Installment 1 June to August;Installment 3 December to January;Installment 2 September to November;Installment 4 February to March)

AHMDENAGAR JILHA MARATHA VIDYA PRASARK SAMAJ'S
NEW ARTS COMMERCE AND SCIENCE COLLEGE PARNER
PARNER

Member ID: 20831 Regular Admission Fee Receipt (Confirmed Admission-2023-2024) Section: P G

Name:	CHAUDHARI RUSHIKESH ANIL		Class:	MCS-1	
GR/PRN No.:	3145	Adm. Form No.:	2002796	Division Type:	NON-GRANT
Date:	02/09/2023	Cell No.:	9166980232	Roll No.:	55
Receipt No.:	788			Division:	A
Bank Details:				Fee Category:	PAYING
Pay Mode:	Cash	Handbook No.:		Online Tr. No.:	

Gymkhana Fee	250	Library Deposit	0	Magazine	100	***	0
Student Wel.	120	Laboratory Fee	15820	E Library	200	***	0
Medical Check	60	Student Acti.	300	Other Fee	4	***	0
Dev. Fee	125	Internal Sem.	0	Phd Fee	0	***	0
Pro-rata	26	Eligibility Fee	500	course work fee	0		0
Dis. Mang.	20	Stud. Aid Fund	1072023	Program Fee	0		0
Computer Fee	100	Corpus Fund	20	NSS University	0		0
Regl. Fee	75	Internet Fee	500	University Shar	0		0
Student Insu.	20	Vehical Char.	100	Handbook	0		0
Admission Fee	50	Laboratory Dep.	0	Eligibl. Form	0		0
Tution Fee	26200	I Card Lib Card	100	***	0		0
Library Fee	200	Bonafide	100	***	0		0

Fee In Words: Rupees Forty Five Thousand Only

Paid Fee 45000

Total Pending Fee Till Date: 0



Christ College

Kalyani Nagar Road, Ramwadi, Wadgaon Sheri, Pune

Fee Receipt



Admission No:	AD00011345 6274-Deepanshu Sidharth Ohal	Date:	05-08-2023
Class Div:	F.Y.M.Sc.(CS) A	Receipt No.:	24301415.0
Parent Name:	P6292 - Sidharth Kisan Ovhal		
Remark:	Online Payment Receipt- 0000052583	Status:	Valid

Mode	Bank	Transaction Id	Date	Amount
Online Payment	-	pay_MLYPIVUzQGYUnX	-	40,000.00

No.	Particulars	Current Due	Discount	Paid Amount	Balance Fee
1	Academic Fees 2023-2024	40,000.00	0.0000	40,000.00	0.00
Total		40,000.00	0.0000	40,000.00	0.00

Amount in Words: Indian Rupee Forty thousand Only	Grand Total	40,000.00
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Note: (Installment 1 June to August; Installment 3 December to January; Installment 2 September to November; Installment 4 February to March)



Payments Jul 24

to me ▾



Christ College, Pune



₹45,000.00

Paid Successfully

Payment Id

pay_MHeRgTLiHmlxeb

Method

Card

XXXX-XXXX-XXXX-8175

Paid On

24th Jul, 2023 18:45:22 PM IST

Email

oghogare89@gmail.com

Mobile Number

+918999038945

For any order related queries please
reach out to Christ College, Pune



April 10, 2023

Dear Shivam Gupta,

Your application to the Master of Science in Computer and Information Systems (MSCIS) Program has been received. We are pleased to inform you that you have been admitted to the MSCIS Program at the University of Wisconsin-Parkside.

Student ID Number: **2120550**

Admit Term: **Fall 2023**

Classification: **Graduate**

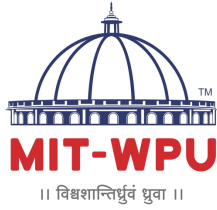
Your advisor will be Professor Viji Ramasamy (ramasamy@uwp.edu or mscis@uwp.edu). Karin Basken (basken@uwp.edu) will help you with international visas.

We welcome MIT-WPU students through our agreement with your home institution. As per this agreement, you will not need to take prerequisite courses. In addition, we accept six (6) credit hours of graduate transfer credit from MIT-WPU per our agreement. We will need final transcripts from MIT-WPU to ensure that all transfer courses are passed. We note that you took the Programming Placement Exam, and with the score you achieved, you qualify to enroll in software development courses if you are interested.

The I-20 form will be sent to you after we receive the required U.S. documentation from steps 5 and 6 at this webpage, which includes sponsorship form, bank statement(s), and a color copy of passport: <https://www.uwp.edu/international/AdmissionsProcedures/international-academic-admissions.cfm>.

Again, congratulations to you! Please remember to always use your RangerMail email address for all communications with UW-Parkside and the MSCIS program. I wish you all the best in your graduate studies.

Susan Lincke, PhD CISA CRISC
Chair and Professor of Computer Science
Director, MSCIS Program
University of Wisconsin - Parkside



Dr. Vishwanath Karad

**MIT WORLD PEACE
UNIVERSITY** | PUNE

TECHNOLOGY, RESEARCH, SOCIAL INNOVATION & PARTNERSHIPS

Survey No. 124, Paud Road, Kothrud, Pune, 411038

FEE RECEIPT

BILL OF SUPPLY

GST No. 27AAAJD1274H1ZG

SAC Code 999241

RECEIPT NO	R9867	RECEIPT DATE	01/08/2023
Name of Student	Mr. Bhosale Mayuresh Sunil	Academic Year	2023-2024
Class	First year	Program	M.Sc. (Data Science & Big Data Analytics)
PRN	1132231237	Faculty Name	Faculty of Science
E-mail ID	mayureshbhosale999@gmail.com	Mob. No.	917972270737
Address	shree shreyas apartments, Azadnagr, Wanowrie, Pune.		

Online Payment Details		Offline Payment Details	
University Reference ID		Cash/DD/POS/ NEFT/RTGS No.	
Payment Gateway Ref No.		Bank Name	
Date and Time		Date	

Received and credited the amount into Dr Vishwanath Karad MIT-WPU account

Sr. No.	Particulars	Amount
1	Development Fee	22500
2	Program Fee / Tuition Fee	87500
3	Exam Fees	5000
Total Rs.		115000
(Amount in Word:One Lac Fifteen Thousand Rupees only)		

MIT World Peace University, Pune, India (MIT-WPU)

"This receipt is electronically generated and needs no signature"

Note: Education service is exempt under GST vide Noti. 12 CTR dated 28/06/2017 as amended from time to time.

-RCM applicable - No



Shaikh Rahil Harun

Current Status of Application	Waiting for Confirmation	
Admission Application No. 2024/AD00011732	Date 14-08-2023	
Prospect Ref No. NA	Prospect Application No. NA	

Application Details	
College	Christ College
University	SPPU
Academic Year	2023-2024
Class	F.Y.M.Sc.(CS)

Part "A" Personal Information	
Date of Birth	28-May-2002
Place Of Birth	Pune
Gender	Male
Marital Status	Unmarried
Nationality	Indian
Country Of Domicile	India
Religion	Islam
Caste	General
Blood Group	B +
Physically Handicapped	No
Mobile	9623393393
Email	rhshaikh3393@gmail.com

Part "B" Academic Record			
H.S.C./CBSE/IB/ISC/Diploma		F.Y Details	
Name of the last Institution attended	Christ college pune	Name of the last Institution attended	
Place Of Institute	Christ college	Place Of Institute	
Name of the Board	Pune university	Name of the Board	
Month And Year Of Passing	May-2023	Month And Year Of Passing	
Seat No		Seat No	
No. of Attempts	1	Percentage Obtained	
Marks Obtained in last Exam			
Marks Out Of			
Percentage Obtained			

Part "C" Parent's Detail			
Father's Details		Mother's Details	
Father Name	Mr. Harun Rashid Shaikh	Mother Name	Mrs. Parveen Harun Shaikh
Profession/Occupation	Service	Profession/Occupation	Teacher
Company Name		Mother Phone No.	9764553935
Contact Information		Contact Information	
Home Tel No.		Home Tel No.	
Mobile	7875778899	Mobile	9764553935
Personal Email	rhshaikh3393@gmail.com	Personal Email	
Work Email		Work Email	
Office Tel No.		Office Tel No.	

Guardian Details		Postal Information	
Mother Name	Mr. Sahil Harun Shaikh	Apartment	
Profession/Occupation	Job	Building	Sara heights
Mother Phone No.	7447778899	Street	Tempo chowk pote nag
Contact Information		Area	Wadgaon sheri
Home Tel No.		State	Maharashtra
Mobile	7447778899	City	
Personal Email	rhshaikh3393@gmail.com	Country	India
Work Email		P. O. Box	411014
Office Tel No.		Local Address	

FOLLOWING DOCUMENTS SUBMITTED AT THE TIME OF ADMISSION :

- | | |
|----------------------------------|--------------------------|
| 1. XII th Markshhet. | <input type="checkbox"/> |
| 2. Transfer/Leaving Certificate. | <input type="checkbox"/> |
| 3. Migration Certificate. | <input type="checkbox"/> |
| 4. Passing Certificate. | <input type="checkbox"/> |
| 5. Gap Certificate. | <input type="checkbox"/> |

RULES OF ATTENDANCE

As per ordinance of the Maharashtra Public Universities Act 2016, A student registered in a semester, for any course (degree or post graduate), shall be required to have a minimum cumulative attendance of 75% of the total lectures and practical's prescribed for the course during that semester.

DECLARATION

- I have read the rules of attendance referred above and hereby agree that I need not be admitted to F.Y.M.Sc.(CS) examination if I fail to keep terms as per the above requirements
- I further agree to abide by the rules and regulations which are enforced from time to time. The admission being for whole year, I agree to pay the fees for second term also, if I fail to intimate in writing before the beginning of second term in case I discontinue my studies.
- I have also read the prospectus issued to me very carefully in detail and noted the contents, rules and regulations to college mentioned in prospectus.

UNDERTAKING FROM STUDENTS

I, agree that wearing of identity cards in the college campus is compulsory. Also I will not be allowed to enter the college campus in absence of same. If I am found without wearing my ID card then I will pay fine. I also agree that usage of cell phones/mobiles are not allowed in the college campus and if I am found using cell phones/mobiles, then my cell phone/mobile may be seized, I agree that I will follow the rules of the institution.

Signature of Student

Signature of Parent

Date :

Signature of Guardian

Place

Signature of Principal



DAIICT bill is presented on eazypay

1 message

<eazypay@icicibank.com>
To: simran2003.dalvi@gmail.com

Sat, 15 Jul, 2023 at 12:48 pm

Dear Parents,

DAIICT bill for Rs. 5500 due on 19-07-2023 has been presented on eazypay. Please quote Transaction ID **230715156670528** ,at ICICI Bank Branch to pay by Cash/Cheque or to view bill & pay online click here <https://eazypay.icicibank.com/DA?p=ibhgeifhg> , enter passcode 464116. Transaction charges applicable.

Please ignore if already paid.

You can use multiple payment modes like Cash, Cheque, NEFT, RTGS, Cards and Internet Banking to make payment. You can also use any Bank account to make the payment. T&C apply.
Not a SPAM email.

Sincerely,
eazypay by ICICI Bank

You are receiving this email as the bill pertaining to this invoice has been uploaded by the Merchant mentioned above. In case of any issues, please write to cibquery@icicibank.com. Terms and conditions for eazypay as listed on <https://eazypay.icicibank.com> shall apply.



Deccan Education Society's

FERGUSSON COLLEGE (AUTONOMOUS)

Fergusson College Rd, Shivajinagar, Pune, Maharashtra 411004

OFFICE COPY

SFC

Rec. No. : **FCP B21/SFC/BA/2023-2024/3244** Adm. No.:118 Date : 09/08/2023
Class : **M(SN SEM 1)** Student Id. : 779682
Category : VJ / NT A Section : Fee Type : MH RES
Name : **MR. JADHAV SUJEET SHIVAJI** Roll No :

Received the following	(`)Amount
Tuition fee	16,296.00
Student Deposit	3,500.00
Exam Fee	3,350.00
Other fees	52,668.00
HSN No. -	

Total : ` 75,814.00

In words : Seventy-Five Thousand Eight Hundred Fourteen Only
Med : ENG, Subject : CSC-501 , CSC-502 , CSC-510 , CSC-520 , CSC-521
Bank :75814.00

Remarks :

This is computer generated receipt, hence does not require any signature / stamp

RECEIVER'S SIGNATURE

BA-21-ADMIN-09/08/2023

SUJEET JADHA

Page 1 of 1

Print Date : 10-08-2023



Deccan Education Society's

FERGUSSON COLLEGE (AUTONOMOUS)

Fergusson College Rd, Shivajinagar, Pune, Maharashtra 411004

STUDENT COPY

SFC

Rec. No. : **FCP B21/SFC/BA/2023-2024/3244** Adm. No.:118 Date : 09/08/2023
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BA-21-ADMIN-09/08/2023

SUJEET JADHA

Page 1 of 1

Print Date : 10-08-2023

Ruyana
B-Com

OFFER LETTER



1 of 1



CTC Annexure		
Emoluments for the grade of Business Development Executive for RUYANA SALDHANA		
COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	75,120	6,310
Basket of Allowance	60,000	5,000
Bank's PF Contribution	11,887	991
Gratuity *	3,756	313
Location Pay	26,400	2,200
Statutory Bonus	16,800	1,400
Total Fixed Pay	1,96,965	16,414
Benefits:		
Group Medicaclaim Policy and Term Life Insurance	6,244	
Total Fixed Pay + Value of Benefits	2,03,209	
<p>* Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.</p>		
Details of Benefits		
Insurance Details		
Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Medicaclaim Insurance Policy	2,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	50,00,000	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 fulfillment of requirements of the Insurance Company.		
Mobile Benefit		
You will be eligible for mobile reimbursement (including Data Service) as per company policy.		
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.		
Voluntary Provident Fund (VPF)		
The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.		
Other Benefits		
Variable Pay/ Annual Incentive Plan (as may be applicable)	Performance linked bonus pay / Annual Incentive Plan (as applicable) will be paid/ given as per the Company's policy, subject to your being a confirmed employee as per the current year policy. The payouts will be based both on individual performance and organization's performance.	

Date:08/07/2022

Name : Casphia Swamy
Location : Mumbai

Dear Casphia,

Welcome to Autosense Pvt Ltd

We are pleased to offer you an Internship in our organization effective 13th January 2021, on the following terms and conditions:

1. The duration of internship will be for a period of 6 months, starting from 13th January 2021.
2. You shall maintain utmost confidentiality of all the information, data, reports, documents and such other material in any other form relating to **Autosense Pvt Ltd** or any of its associate companies that you access by virtue of this agreement.
3. Upon completion of your Internship, you shall handover all project related information to your project guide in **Autosense Pvt Ltd**.
4. You will receive a stipend of Rs. 10,000 per month during your internship, which is subjected to TDS deduction.
5. You will be governed by Company Policies of **Autosense Pvt Ltd**
6. As a token of acceptance you are required to sign a copy of this letter and send it to us.

We look forward to having you with us.

Yours faithfully,

For **Autosense Pvt Ltd**

Authorized Signatory

IMMERGRO TECHNOLOGIES PVT LTD

29/05/2022

To,
Soham Kurhade,
Pote building,
near Wadgaonsheri,
Pune-411014

Subject: Letter of Appointment as Internship candidate

With reference to your application and subsequent interview you had with us, We are pleased to offer you the position of internship candidate at Digiledge. The internship period is for 12 months from June 01, 2020. There will not be any stipend for first two months, (June & July). A stipend of Rs. 10,000 will be provided effective from August 1, 2020 strictly based on your first two months performance.

Abrupt discontinuation may lead to the non-issuance of certificate.
This appointment is subject to the following terms and conditions:

- Based on your performance in the training and internship period, your service will be confirmed, extended or discontinued by a letter to such effect. Till such issue you will continue to remain on probation.
- During the initial period of internship and training your services are liable to be discontinued by the company on giving you 7 days notice in writing or in lieu thereof 7 days salary.
- You are bound by the rules and regulations of the company, prevalent from time to time. Any violation would be considered as breach of agreement and would be dealt suitably.
- Your place of reporting shall be at the location mentioned above. The management however is vested with the right to depute/transfer your service to any other location in/outside India in consistence with the company business interest.
- Your compensation and benefits are confidential. You are requested not to divulge/share this information.

IMMERGRO TECHNOLOGIES PVT LTD

29/05/2022

To,
Freya Dsouza,
Adharsh Nagar,
Kalyani Nagar,
Pune-411013

Subject: Letter of Appointment as Internship candidate

With reference to your application and subsequent interview you had with us, We are pleased to offer you the position of internship candidate at Digiledge. The internship period is for 12 months from June 01, 2020. There will not be any stipend for first two months, (June & July). A stipend of Rs. 10,000 will be provided effective from August 1, 2020 strictly based on your first two months performance.

Abrupt discontinuation may lead to the non-issuance of certificate.
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- You are bound by the rules and regulations of the company, prevalent from time to time. Any violation would be considered as breach of agreement and would be dealt suitably.
- Your place of reporting shall be at the location mentioned above. The management however is vested with the right to depute/transfer your service to any other location in/outside India in consistence with the company business interest.
- Your compensation and benefits are confidential. You are requested not to divulge/share this information.



Humanoid Systems

GST: 29DLPPM3968G1ZB

6366768017 | intern@humanoidsystems.in

Date : 11th Dec, 2022

Dear Mangan Ajil Paul,

Humanoid Systems is pleased to offer you an educational internship opportunity as a intern developer. You will report directly to Mahanthesh. This position is located in Bengaluru Karnataka.

This Internship is for a period of 250 hours every month for the next 3 Months with a basic stipend of Indian Ruppes 50 per hour.

For this position, your major duties will include the following:

- Document and test new software and Applications.
- Assessing new application ideas, Researching competitor offerings.
- Develop applications (coding, programming).

Congratulations and welcome to the team!

Viswesh Suresh Madhav,
Founder,
Humanoid Systems



Humanoid Systems

GST: 29DLPPM3968G1ZB

6366768017 | intern@humanoidsystems.in

Date : 11th Dec, 2022

Dear Rushikesh Wagh,

Humanoid Systems is pleased to offer you an educational internship opportunity as a intern developer. You will report directly to Mahanthesh. This position is located in Bengaluru Karnataka.

This Internship is for a period of 250 hours every month for the next 3 Months with a basic stipend of Indian Ruppes 50 per hour.

For this position, your major duties will include the following:

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- Assessing new application ideas, Researching competitor offerings.
- Develop applications (coding, programming).

Congratulations and welcome to the team!

**Viswesh Suresh Madhav,
Founder,
Humanoid Systems**



Humanoid Systems

GST: 29DLPPM3968G1ZB

6366768017 | intern@humanoidsystems.in

Date : 11th Dec, 2022

Dear Sharon Shaji,

Humanoid Systems is pleased to offer you an educational internship opportunity as a intern developer. You will report directly to Mahanthesh. This position is located in Bengaluru Karnataka.

This Internship is for a period of 250 hours every month for the next 3 Months with a basic stipend of Indian Ruppes 50 per hour.

For this position, your major duties will include the following:

- Document and test new software and Applications.
- Assessing new application ideas, Researching competitor offerings.
- Develop applications (coding, programming).

Congratulations and welcome to the team!

**Viswesh Suresh Madhav,
Founder,
Humanoid Systems**



Humanoid Systems

GST: 29DLPPM3968G1ZB

6366768017 | intern@humanoidsystems.in

Date : 11th Dec, 2022

Dear Tejaswini Lakudwan,

Humanoid Systems is pleased to offer you an educational internship opportunity as a intern developer. You will report directly to Mahanthesh. This position is located in Bengaluru Karnataka.

This Internship is for a period of 250 hours every month for the next 3 Months with a basic stipend of Indian Ruppes 50 per hour.

For this position, your major duties will include the following:

- Document and test new software and Applications.
- Assessing new application ideas, Researching competitor offerings.
- Develop applications (coding, programming).

Congratulations and welcome to the team!

Viswesh Suresh Madhav,
Founder,
Humanoid Systems



5th Floor, Block Delta, B Block,
Embassy Tech Square,
Kadubeesanahalli Village,
Outer Ring Road, Varthur Hobli,
Bangalore-560103, India
www.glance.com

November 4, 2022

Nickson Jose
Bangalore

Dear Nickson,

It is indeed our pleasure to offer you an internship at Glance Digital Experience Private Limited ("Glance/Company"). Glance is the world's largest Independent mobile advertising network and we are excited to have you "Intern" with us.

During your internship period, you will be compensated at INR 30,000 per month. You will be eligible for great benefits including insurance, gym facility, yoga classes, 24X7 snack bar and free meals at the cafeteria. Besides, the workplace offers excellent opportunities for career development and learning from some of the finest minds in the industry.

As discussed, you can start your internship from **November 16, 2022** for **3 months**. Depending on the project needs and your availability, the tenure will be adjusted further.

During your internship, you are required to follow the policies and procedures, rules and regulations of the office and adhere to the code of conduct, disciplinary rules (including work timings, hours), which may be framed or modified from time to time, as adopted by the organization and made available to you at the time of joining. You are not permitted to engage in any business activity that competes with the interests of Glance or any of its subsidiaries, affiliates or group companies. You will conduct yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interest of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the Company. You shall honestly, diligently, faithfully and obediently serve the Company and use your utmost endeavor to promote the interest of the Company.

Prior to the commencement of the internship, you shall enter into a Non-Disclosure Agreement and a Proprietary Information and Assignment agreement with Glance.

Your internship is subject to termination by Company giving Thirty (30) days' notice. Company 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 with or without compensating for the unexpired period, such payment to be made at its sole discretion, and is not bound to give any reason thereof.

You may terminate your internship with the Company by giving Thirty (30) days prior written notice to the Company. Further, the Company may at its sole discretion relieve you from such date as it may deem fit even before the expiry of the notice period in lieu of you compensating the Company for the unexpired period, being payment of your full compensation for such unexpired period.

Important: Please note that any benefits mentioned herein shall not be construed as a part of your internship compensation and may be modified, rescinded or withdrawn by Glance, at its sole discretion, with or without notice at any given point of time.

Glance Digital Experience Private Limited



5th Floor, Block Delta, B Block,
Embassy Tech Square,
Kadubeesanahalli Village,
Outer Ring Road, Varthur Hobli,
Bangalore-560103, India
www.glance.com

November 4, 2022

Namita Kumari
Bangalore

Dear Namita,

It is indeed our pleasure to offer you an internship at Glance Digital Experience Private Limited ("Glance/Company"). Glance is the world's largest Independent mobile advertising network and we are excited to have you "Intern" with us.

During your internship period, you will be compensated at INR 30,000 per month. You will be eligible for great benefits including insurance, gym facility, yoga classes, 24X7 snack bar and free meals at the cafeteria. Besides, the workplace offers excellent opportunities for career development and learning from some of the finest minds in the industry.

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Glance Digital Experience Private Limited



5th Floor, Block Delta, B Block,
Embassy Tech Square,
Kadubeesanahalli Village,
Outer Ring Road, Varthur Hubli,
Bangalore-560103, India
www.glance.com

November 4, 2022

Soni Baby
Bangalore

Dear Sony,

It is indeed our pleasure to offer you an internship at Glance Digital Experience Private Limited ("Glance/Company"). Glance is the world's largest Independent mobile advertising network and we are excited to have you "Intern" with us.

During your internship period, you will be compensated at INR 30,000 per month. You will be eligible for great benefits including insurance, gym facility, yoga classes, 24X7 snack bar and free meals at the cafeteria. Besides, the workplace offers excellent opportunities for career development and learning from some of the finest minds in the industry.

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Glance Digital Experience Private Limited



5th Floor, Block Delta, B Block,
Embassy Tech Square,
Kadubeesanahalli Village,
Outer Ring Road, Varthur Hobli,
Bangalore-560103, India
www.glance.com

November 4, 2022

Mohd Asif
Bangalore

Dear Mohd,

It is indeed our pleasure to offer you an internship at Glance Digital Experience Private Limited ("Glance/Company"). Glance is the world's largest Independent mobile advertising network and we are excited to have you "Intern" with us.

During your internship period, you will be compensated at INR 30,000 per month. You will be eligible for great benefits including insurance, gym facility, yoga classes, 24X7 snack bar and free meals at the cafeteria. Besides, the workplace offers excellent opportunities for career development and learning from some of the finest minds in the industry.

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Glance Digital Experience Private Limited



Fedo Health Technologies Pvt Ltd

2nd Floor, Above Airtel, 2797, HSR Layout, 27th Main, Next to
Bata Showroom,, Karnataka-560102
www.fedo.ai

Date: 7th December, 2022

Dear Pallavi Bagrecha,

I am pleased to confirm your acceptance of an internship position as Big Data Intern at a stipend of Rs 5000.00 (Five Thousand Rupees only) per month for 6 months. Your first day of the work will be 14th December 2022. Your duties and assignments for this position will be those described to you in your orientation.

If you have any questions, please feel free to contact Prasanth or me. We are very pleased that you have decided to join Fedo Health Technologies. We look forward to seeing you and offer a very warm welcome.

Sincerely,

Arun Mallavarapu

Arun Mallavarapu
Co-founder
Fedo Health Technologies Pvt Ltd





Fedo Health Technologies Pvt Ltd

2nd Floor, Above Airtel, 2797, HSR Layout, 27th Main, Next to
Bata Showroom,, Karnataka-560102
www.fedo.ai

Date: 7th December, 2022

Dear Chhetry Tekbahadur,

I am pleased to confirm your acceptance of an internship position as Big Data Intern at a stipend of Rs 5000.00 (Five Thousand Rupees only) per month for 6 months. Your first day of the work will be 14th December 2022. Your duties and assignments for this position will be those described to you in your orientation.

If you have any questions, please feel free to contact Prasanth or me. We are very pleased that you have decided to join Fedo Health Technologies. We look forward to seeing you and offer a very warm welcome.

Sincerely,

Arun Mallavarapu

Arun Mallavarapu
Co-founder
Fedo Health Technologies Pvt Ltd





Fedo Health Technologies Pvt Ltd

2nd Floor, Above Airtel, 2797, HSR Layout, 27th Main, Next to
Bata Showroom,, Karnataka-560102
www.fedo.ai

Date: 7th December, 2022

Dear Saby Almeida,

I am pleased to confirm your acceptance of an internship position as Big Data Intern at a stipend of Rs 5000.00 (Five Thousand Rupees only) per month for 6 months. Your first day of the work will be 14th December 2022. Your duties and assignments for this position will be those described to you in your orientation.

If you have any questions, please feel free to contact Prasanth or me. We are very pleased that you have decided to join Fedo Health Technologies. We look forward to seeing you and offer a very warm welcome.

Sincerely,

Arun Mallavarapu

Arun Mallavarapu
Co-founder
Fedo Health Technologies Pvt Ltd





Droid7 Technolabs Pvt. Ltd.
Hinjewadi Phase I,
Pune – 411057
www.droid7technolabs.com

OFFER OF INTERNSHIP

Date: 8 Dec, 2022

Dear Prerana Singh,

We are pleased to include you in our Internship program for the position of IT Intern. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

You will be expected to work as Data Science SME for either client based or in house projects. During this period you will be mentored and guided by an assigned lead, in order to successfully deliver project requirements.

You joining date will be 9th Dec, 2022 Working hours are from 11:00 am – 08:00 pm, Monday to Saturday per week. However sighting your curriculum, your work hours can be flexible with minimum efforts of 30hrs per week.

Your engagement with Droid7 Technolabs will be under contract for a period of 6 months during which you may not leave the company. Beyond this period, it will be on an at-will basis and you are free to terminate employment at any time, with a notice of one week.

Sincerely,

Renoy Ray,
Operations Head
Droid7 Technolabs



Droid7 Technolabs Pvt. Ltd.
Hinjewadi Phase I,
Pune – 411057
www.droid7technolabs.com

OFFER OF INTERNSHIP

Date: 8 Dec, 2022

Dear Shikha Pandey,

We are pleased to include you in our Internship program for the position of IT Intern. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

You will be expected to work as Data Science SME for either client based or in house projects. During this period you will be mentored and guided by an assigned lead, in order to successfully deliver project requirements.

You joining date will be 9th Dec, 2022 Working hours are from 11:00 am – 08:00 pm, Monday to Saturday per week. However sighting your curriculum, your work hours can be flexible with minimum efforts of 30hrs per week.

Your engagement with Droid7 Technolabs will be under contract for a period of 6 months during which you may not leave the company. Beyond this period, it will be on an at-will basis and you are free to terminate employment at any time, with a notice of one week.

Sincerely,

Renoy Ray,
Operations Head
Droid7 Technolabs



Droid7 Technolabs Pvt. Ltd.
Hinjewadi Phase I,
Pune - 411057
www.droid7technolabs.com

OFFER OF INTERNSHIP

Date: 8 Dec, 2022

Dear Mihir Desai,

We are pleased to include you in our Internship program for the position of IT Intern. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

You will be expected to work as Data Science SME for either client based or in house projects. During this period you will be mentored and guided by an assigned lead, in order to successfully deliver project requirements.

Your joining date will be 9th Dec, 2022. Working hours are from 11:00 am – 08:00 pm, Monday to Saturday per week. However, sighting your curriculum, your work hours can be flexible with minimum efforts of 30hrs per week.

Your engagement with Droid7 Technolabs will be under contract for a period of 6 months during which you may not leave the company. Beyond this period, it will be on an at-will basis and you are free to terminate employment at any time, with a notice of one week.

Sincerely,

Renoy Ray,
Operations Head
Droid7 Technolabs



Droid7 Technolabs Pvt. Ltd.
Hinjewadi Phase I,
Pune - 411057
www.droid7technolabs.com

OFFER OF INTERNSHIP

Date: 8 Dec, 2022

Dear Saurabh Salke,

We are pleased to include you in our Internship program for the position of IT Intern. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

You will be expected to work as Data Science SME for either client based or in house projects. During this period you will be mentored and guided by an assigned lead, in order to successfully deliver project requirements.

You joining date will be 9th Dec, 2022 Working hours are from 11:00 am – 08:00 pm, Monday to Saturday per week. However sighting your curriculum, your work hours can be flexible with minimum efforts of 30hrs per week.

Your engagement with Droid7 Technolabs will be under contract for a period of 6 months during which you may not leave the company. Beyond this period, it will be on an at-will basis and you are free to terminate employment at any time, with a notice of one week.

Sincerely,

Renoy Ray,
Operations Head
Droid7 Technolabs



CHANAKYA

Dear Maruf Khan,

We would like to congratulate you on being selected for the internship position to CHANAKYA - Mental Health Service as back end developer. Our team members are excited to welcome you. As we discussed during the interview process, this is an unpaid internship.

This internship is viewed by CHANAKYA as being an opportunity for you, rather than a part-time job. As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through virtual application of the knowledge you learned in class. According to the Fair Labour Standards Act, we will abide by the government guidelines for interns who are working with us.

Let's work, Learn and Grow together.

Warm Regards,

HR Team,

CHANAKYA

E-mail ID : chanakyaofficials@gmail.com

Contact : 8248042196

Website : www.chanakya.live



CHANAKYA

Dear Seena Saji,

We would like to congratulate you on being selected for the internship position to CHANAKYA - Mental Health Service as back end developer. Our team members are excited to welcome you. As we discussed during the interview process, this is an unpaid internship.

This internship is viewed by CHANAKYA as being an opportunity for you, rather than a part-time job. As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through virtual application of the knowledge you learned in class. According to the Fair Labour Standards Act, we will abide by the government guidelines for interns who are working with us.

Let's work, Learn and Grow together.

Warm Regards,

HR Team,

CHANAKYA

E-mail ID : chanakyaofficials@gmail.com

Contact : 8248042196

Website : www.chanakya.live



CHANAKYA

Dear Ruyana Saldhana,

We would like to congratulate you on being selected for the internship position to CHANAKYA - Mental Health Service as back end developer. Our team members are excited to welcome you. As we discussed during the interview process, this is an unpaid internship.

This internship is viewed by CHANAKYA as being an opportunity for you, rather than a part-time job. As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through virtual application of the knowledge you learned in class. According to the Fair Labour Standards Act, we will abide by the government guidelines for interns who are working with us.

Let's work, Learn and Grow together.

Warm Regards,

HR Team,

CHANAKYA

E-mail ID : chanakyaofficials@gmail.com

Contact : 8248042196

Website : www.chanakya.live



CHANAKYA

Dear Yashi Tiwari,

We would like to congratulate you on being selected for the internship position to CHANAKYA - Mental Health Service as back end developer. Our team members are excited to welcome you. As we discussed during the interview process, this is an unpaid internship.

This internship is viewed by CHANAKYA as being an opportunity for you, rather than a part-time job. As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through virtual application of the knowledge you learned in class. According to the Fair Labour Standards Act, we will abide by the government guidelines for interns who are working with us.

Let's work, Learn and Grow together.

Warm Regards,

HR Team,

CHANAKYA

E-mail ID : chanakyaofficials@gmail.com

Contact : 8248042196

Website : www.chanakya.live



Fedo Health Technologies Pvt Ltd

2nd Floor, Above Airtel, 2797, HSR Layout, 27th Main, Next to
Bata Showroom,, Karnataka-560102
www.fedo.ai

Date: 7th December, 2022

Dear Pranit Rane,

I am pleased to confirm your acceptance of an internship position as Big Data Intern at a stipend of Rs 5000.00 (Five Thousand Rupees only) per month for 6 months. Your first day of the work will be 14th December 2022. Your duties and assignments for this position will be those described to you in your orientation.

If you have any questions, please feel free to contact Prasanth or me. We are very pleased that you have decided to join Fedo Health Technologies. We look forward to seeing you and offer a very warm welcome.

Sincerely,

Arun Mallavarapu

Arun Mallavarapu
Co-founder
Fedo Health Technologies Pvt Ltd



Dear Jadhav Pradeep,

Job Title

Your title will be Trainee – Backend Developer, and you will report to the company's Project Lead.

Work Schedule

This is a full-time position requiring approximately 48 hours per week. Your regular weekly schedule will be Monday to Saturday with flexible hours and timings as agreed between you and the Company

Salary

The Company will pay you a starting salary at the rate of Rs 6,000 per month payable in accordance with the Company's standard payroll schedule and you will receive your first pay on 5th of every month. This salary will be applicable for first 4 months during the probation & training period and there will be a salary hike from 5th month onwards. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

Bonus potential

In addition, you will be eligible to be considered for an incentive bonus based on your performance as well as any percentage commission Company may agree with you from time to time.

Flexible Hours

You will be eligible for work-from-home, you can also occasionally adjust your daily working schedule upon manager's approval, should you have any personal commitments.

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.

Confidential information

The terms "Confidential Information" and "Proprietary Data" mean information and data not generally known outside the company concerning Employer or its businesses and the Employer's business and technical information, including but not limited to, patent applications, information relating to inventions, discoveries, products, plans, calculations, concepts, design sheets, design data, system design, blueprints, computer programs, algorithms, software, firmware, hardware, manuals, drawings, photographs, devices, samples, models, processes, specifications, instructions, research, test procedures and results, equipment, identity and description of computerized records, customer lists, supplier identity, marketing and sales plans, financial information, business plans, costs, pricing information, and all other concepts or ideas involving or reasonably related to the business or prospective business of Employer, or information received by the Employer as to which there is a bona fide obligation, contractual or otherwise, on Employer's part, not to disclose same. Employee understands and agrees that the Confidential Information and Proprietary Data constitute trade secrets of Employer and that at

Dear Simon Sam,

Job Title

Your title will be Trainee – Backend Developer, and you will report to the company's Project Lead.

Work Schedule

This is a full -time position requiring approximately 48 hours per week. Your regular weekly schedule will be Monday to Saturday with flexible hours and timings as agreed between you and the Company

Salary

The Company will pay you a starting salary at the rate of Rs 6,000 per month payable in accordance with the Company's standard payroll schedule and you will receive your first pay on 5th of every month. This salary will be applicable for first 4 months during the probation & training period and there will be a salary hike from 5th month onwards. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

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Dear Yogesh Katariya,

Job Title

Your title will be Trainee – Backend Developer, and you will report to the company's Project Lead.

Work Schedule

This is a full-time position requiring approximately 48 hours per week. Your regular weekly schedule will be Monday to Saturday with flexible hours and timings as agreed between you and the Company.

Salary

The Company will pay you a starting salary at the rate of Rs 6,000 per month payable in accordance with the Company's standard payroll schedule and you will receive your first pay on 5th of every month. This salary will be applicable for first 4 months during the probation & training period and there will be a salary hike from 5th month onwards. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

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Dear Amitabh Kawade,

Job Title

Your title will be Trainee – Backend Developer, and you will report to the company's Project Lead.

Work Schedule

This is a full -time position requiring approximately 48 hours per week. Your regular weekly schedule will be Monday to Saturday with flexible hours and timings as agreed between you and the Company

Salary

The Company will pay you a starting salary at the rate of Rs 6,000 per month payable in accordance with the Company's standard payroll schedule and you will receive your first pay on 5th of every month. This salary will be applicable for first 4 months during the probation & training period and there will be a salary hike from 5th month onwards. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

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Dear Boniface Swami,

Job Title

Your title will be Trainee – Backend Developer, and you will report to the company's Project Lead.

Work Schedule

This is a full-time position requiring approximately 48 hours per week. Your regular weekly schedule will be Monday to Saturday with flexible hours and timings as agreed between you and the Company.

Salary

The Company will pay you a starting salary at the rate of Rs 6,000 per month payable in accordance with the Company's standard payroll schedule and you will receive your first pay on 5th of every month. This salary will be applicable for first 4 months during the probation & training period and there will be a salary hike from 5th month onwards. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

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Date: 13 Nov 2022

Dear Lis Maria Saju,

I am pleased to confirm that you have been selected as an intern for Ragi Media. You will be working as an **Android Application Developer Intern**.

You will be required to work 48 hours a week, for a period of 6 months, starting from 16 Nov 2022 to 31 May 2023. Feel free to contact us if you have any queries. We are pleased that you have decided to work for **RAGI•MEDIA** and hope you will have a great learning experience.

Internship program on Android application Development using Android Studio.
We provide a real time experience on Application Development with real time project.

This will be a paid internship, and the stipend amount will be 15,000.00 INR per month.

Sincerely,
Rohan G
Co-Founder
RAGI•MEDIA

RAGI MEDIA

+91 9632 125 551 | rohan@ragimedia.com | www.ragimedia.com

FIRST FLOOR, NO 1820/C, MATHRU NILAYA, C BLOCK, Bengaluru Urban, Karnataka, 560092

Date: 13 Nov 2022

Dear Matrena Megals,

I am pleased to confirm that you have been selected as an intern for Ragi Media. You will be working as an **Android Application Developer Intern**.

You will be required to work 48 hours a week, for a period of 6 months, starting from 16 Nov 2022 to 31 May 2023. Feel free to contact us if you have any queries. We are pleased that you have decided to work for **RAGI•MEDIA** and hope you will have a great learning experience.

Internship program on Android application Development using Android Studio.
We provide a real time experience on Application Development with real time project.

This will be a paid internship, and the stipend amount will be 15,000.00 INR per month.

Sincerely,
Rohan G
Co-Founder
RAGI•MEDIA

Date: 13 Nov 2022

Dear Nikhil Gupta,

I am pleased to confirm that you have been selected as an intern for Ragi Media. You will be working as an **Android Application Developer Intern**.

You will be required to work 48 hours a week, for a period of 6 months, starting from 16 Nov 2022 to 31 May 2023. Feel free to contact us if you have any queries. We are pleased that you have decided to work for **RAGI•MEDIA** and hope you will have a great learning experience.

Internship program on Android application Development using Android Studio.
We provide a real time experience on Application Development with real time project.

This will be a paid internship, and the stipend amount will be 15,000.00 INR per month.

Sincerely,
Rohan G
Co-Founder
RAGI•MEDIA

RAGI MEDIA

+91 9632 125 551 | rohan@ragimedia.com | www.ragimedia.com

FIRST FLOOR, NO 1820/C, MATHRU NILAYA, C BLOCK, Bengaluru Urban, Karnataka, 560092

Date: 13 Nov 2022

Dear Shaveena Manezes,

I am pleased to confirm that you have been selected as an intern for Ragi Media. You will be working as an **Android Application Developer Intern**.

You will be required to work 48 hours a week, for a period of 6 months, starting from 16 Nov 2022 to 31 May 2023. Feel free to contact us if you have any queries. We are pleased that you have decided to work for **RAGI•MEDIA** and hope you will have a great learning experience.

Internship program on Android application Development using Android Studio.
We provide a real time experience on Application Development with real time project.

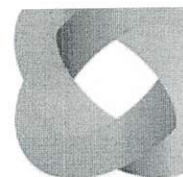
This will be a paid internship, and the stipend amount will be 15,000.00 INR per month.

Sincerely,
Rohan G
Co-Founder
RAGI•MEDIA

RAGI MEDIA

+91 9632 125 551 | rohan@ragimedia.com | www.ragimedia.com

FIRST FLOOR, NO 1820/C, MATHRU NILAYA, C BLOCK, Bengaluru Urban, Karnataka, 560092



Date: 06/09/2022

**Janhvee Priya,
Prakash Building,
Gandhi Chowk,
Daund-413801**

Internship Offer

Dear Janhvee,

We are pleased to offer you an internship with **Experion Technologies (I) Pvt. Ltd.** As discussed, this is an educational internship, and your internship period is 6th September 2022 to 6th December 2022. During the Internship period you will report to Mr. Manu Namboothiri, Project Manager, of the Company.

As an intern, you will not be a Company employee. You will be eligible for a stipend of Rs.7000 monthly during the internship period. However, you will not be eligible for any benefits that the Company offers its employees. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

Your internship is expected to end on 6th December 2022. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that you will follow all of the Company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the Company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.