

Criteria V

Key Indicator	Outgoing Students Placed/ Higher Education
Metric No.	5.2.1

5.2.1 Percentage of Placement outgoing students and students progressing to Higher Education during the last five years

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Number of outgoing students placed	46	82	88	180	226
Number of outgoing student progression to higher education	35	37	87	81	194
Total Number of placed/Higher education	81	119	175	261	420
Total Number of outgoing students	298	403	502	534	705
Percentage %	27	30	35	49	60
Average	43.24				



IQAC Coordinator




Dr. Arun R. Patil
 PRINCIPAL
 Vishwakarma College of Arts
 Commerce & Science
 Kondhwa (Bk.), Pune - 411 048

Date: 15 November 2022

Omkar ashok newale

Sanket park 2 mohammawadi rd hadapsar pu

411028-411028

Sub: Employment Letter

Dear omkar,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as Executive in the HR with CONNEQT Business Solutions Limited (The Company) with effect from 14 November 2022 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 320356.00 in addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 350000.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 14 November 2022. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Pune - Kharadi Office. The Company may transfer your services to any of the existing office (s) / department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented).

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque

Raj

MUK



19-May-2022

Dear Kabir Navlani,
BCA, Computer Application
Vishwakarma College of Arts Commerce and Science, Pune

Candidate ID – 21330232

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 of INR **19,500/-** 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 only **15 days** 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 (if offered to you) 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

Aryan Manoj Jain
Mumbai

Subject: Offer Letter

Dear Aryan,

We are pleased to offer you the position of **Executive - Social** with **GMS** at our **Mumbai** office. Your annual gross remuneration will be as per the annexure attached. Kindly join us by **01 Apr, 2022** or earlier, failing which this offer shall stand withdrawn.

As a part of the joining formalities kindly submit the following documents on our online onboarding system called **Enboarder** (You will be sent a link) -

- Personal Particular Form & Information Release Form for background verification.
- Updated Resume.
- Salary Slip of your latest organization.
- Relieving letter from last THREE Companies (for the current one resignation's acceptance copy can be shared if relieving letter is not yet received).
- Date of Birth proof - Pan Card.
- Proof of Residence of your permanent address.
- Marksheet and passing certificate of your highest education qualification.
- Medical fitness certificate from a registered medical practitioner.
- High-resolution photo of yourself.
- Copy of Aadhaar card.
- PF e-Passbook.

This offer has been made to you in the strictest of confidence. Disclosure to any person at any time, including after issuance of appointment letter, of these terms shall make it void.

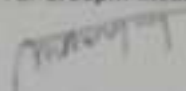
This offer of employment is conditional upon receipt of satisfactory references and appropriate background checks where required and your offer of employment will be terminated with immediate effect without notice or pay thereof, in the event the results of background checks and references are unsatisfactory to the Company.

Upon receipt and verification of the required documents and your joining we will be pleased to issue a letter of appointment. Please sign the duplicate copy of this letter as an acceptance of the offer.

We welcome you to the GroupM family and wish you the very best!

Warm regards,

For GroupM Media India Private Limited



Mona Thangaraj
Head - Talent Acquisition

Name : Aryan Manoj Jain

Signature _____

Annexure

Full name	Aryan Manoj Jain		
Designation	Executive - Social		
Division	GMS		
Location	Mumbai		
Compensation Break Up (INR)			
Component	Per annum	Per month	Method of payment
a. Monthly components			
Basic	180,000	15,000	Monthly payout
House Rent Allowance (HRA)	90,000	7,500	Monthly payout
Leave Travel Allowance (LTA)	0	0	Monthly payout
Special Allowance	184,728	15394	Monthly payout
Sub Total (A)	454,728	37,894	
B. Flexible Component Plan (FCP) *			
Meal Coupons	0	0	Basis claims
Telephone & Internet Reimbursement	0	0	Basis claims
Research & Education Reimbursement	0	0	Basis claims
Fixed Bonus	10,008	834	Annual payout
Gift Coupons	5,004	417	Annual payout
Sub Total (B)	15,012	1,251	
C. Retiral Benefits			
Provident Fund (Employer Contribution)	21,600	1800	
Gratuity	8,664	722	
Sub total (c)	30,264	2,522	
Base CTC (a+b+c)	500000	41667	
Please note:			
1. You will be eligible for an annual compensation review post completion of a year and/or the next company review cycle as applicable			
2. As per groupm india practices, it is mandatory for you to complete the wpp worldwide ethics training program within two weeks and google certification program (gcp) within three months of your joining			
3. Joining bonus of INR 50,000/- will be paid out along with salary of April 2022. This amount will be recovered in full in case you submit your resignation on or before 30th April 2023			
* Flexible Compensation Plan (FCP)			
The fcp includes a range of options for you to choose from depending on your needs. For any changes or more details in the above breakup, please do get in touch with the hr team.			

62

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 02/14/2023

Harisharan Sridhar Naidu

C11736474

A4/601 Ganga Satellite, Wanawadi

9370007110

Dear Harisharan Sridhar Naidu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version: 11.0 Feb-2023

Candidate's Signature _____

Reference Id: 35f58f4c-7b53-445f-b6c4-4d6b20aaed72_1
Signed By: MAHESH VASUDEO ZURALE

Ref. No. HR/DL-DI/14092022/Rohan Polley
Date: 14-09-2022

Offer Letter: Mr. Rohan Polley

Dear Rohan,

We are delighted to offer you the Internship Position of 'Design Intern' in our organization, for which you have interviewed with us. Your internship with us will be for a period of **3 months** from the date of joining.

Your date of joining as indicated by you will be **Thursday, September 15th, 2022**.

Your monthly internship stipend will be Rs. 12,000.00 (Rs. Twelve Thousand). We will offer you a permanent position in our organization upon review of your performance post internship. The CTC for said permanent position will be decided as per the organizational / HR policies applicable for your position at the time.

We shall issue a 'Letter of Appointment as Intern' to you within a month of your joining. You will be required to sign a Non-Disclosure Agreement and related documents for our hiring process compliance.

You are requested to report to our office on **Thursday, 15-09-2022** at 10.00 am at following address:

ByzWiz Infratech Pvt. Ltd.
Flat No 3, Heaven Villa, Kedari Nagar, Near Parmar Hall, Wanworle, Pune 411040.

You are also requested to furnish self-attested photocopies of the following documents:

1. KYC Documents: PAN Card & Aadhar Card
2. Educational transcripts / documents / certificates
3. Relieving letter issued by your previous employer
4. Last drawn salary slip
5. Your recent passport sized photograph

Please acknowledge the acceptance of this offer at the earliest.

Thanks & Regards,

Pradeep Kumar Bahuguna
Co-Founder and Head of Human Capital
ByzWiz Infratech Private Limited



Strictly Private and Confidential

07-Mar-2022

Yash Arvind Desai

C10873647

Heaven park sr 47/1k/mahammadwadi hadapsar pune 411028

Subject: Offer of Employment ("Offer")

Dear Yash Arvind,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level - 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Doc: 2021

1

Candidate's Signature _____

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the promised fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be processed based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership in the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable law/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

50

From: Harsha Bhingarde <harsha.bhingarde@quest2travel.com>
Date: Tue, 31 Jan 2023, 3:25 pm
Subject: Joining at Quest2travel.com India Pvt. Ltd
To: Tushar Gupta <tushargupta9049046616@gmail.com>
Cc: HR <hr@quest2travel.com>, Niki Sarambalkar
<niki.sarambalkar@quest2travel.com>, Rahul Nagle <rahul.nagle@quest2travel.com>
Aparna Prabhu <aparna.prabhu@quest2travel.com>

Dear Tushar, (B.Com.)

This is to inform you that you have successfully completed the documentation and verification process.

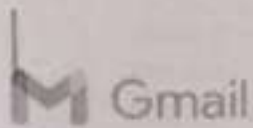
We are good to go for your joining.

You can join us from **Wednesday i.e 1st February 2023**. Your reporting time will be **10:00 am**.

Harsha Bhingarde,
Executive HR

MET Education Complex, A Wing,
6th floor, Gen AK Vaidya Marg,
Bandra Reclamation, Bandra(w) Mumbai - 400 050.
T: 022-66141111 | Ext 177
Category :- Quest2Travel General Business

Quest2Travel
by make  trip



Faisal Shaikh <faisalshaikh7406@gmail.com>

Letter of Intent

Wed, Nov 30, 2022 at 8:12 PM

HR IMarketeer <hr@imarketeer.io>
To: Faisal Shaikh <faisalshaikh7406@gmail.com>
Cc: Omkar_Leadhawks <omkar.sonawane@leadhawks.io>

Hi Faisal,

It was nice speaking to you.

Based on our discussion we found you to be suitable for the position we have -Sr. Demand Generation Executive.

We are glad to extend you the offer and welcome you to IMarketeer's family!!!

This offer will be subject to the standard Terms and Conditions of Employment by IMarketeer Digital Services LLP ("Incredible Marketeer") and be governed by the policies, rules, and guidelines of the company.

The overall CTC offered to you is INR 3,00,000 per annum i.e. Rs 25,000 per month (standard regulatory deduction such as professional tax as may be applicable). This offer of employment with Incredible Marketeer is subject to the successful verification of information provided by you, by accepting this offer you also confirm that:

1. You have completed your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
3. Incredible Marketeer is not liable for any past dues owed by you as part of termination of any previous employment.
4. You are not bringing in any intellectual property that you do not have sole ownership of.
5. Last but not the least, performance is the critical part of this contract hence to create a win-win situation you will be on OJT (on-the-job training) for an initial period of 45 (Forty-Five) Working days from the date of joining; performance will be reviewed on weekly basis. You will be provided with all the necessary support and guidance to clear your OJT and continue your journey with IMarketeer. In any unfortunate circumstances if you are not able to clear your OJT then you will be discontinued from the services.
6. Your date of joining would be **1st December 2022, shift time 3 PM to 12 AM** and as a

PACIFICO TECHNOLOGIES PVT LTD

CIN:U74999TG2021PTC150483 Email:padma@suprhr.in Ph: 9581841414

4th February 2023

Subject: Offer of Employment

Dear Mr. Atharva Rajesh Harne,

On behalf of Pacifico Technologies Pvt Ltd (the "Employer"), I am pleased to confirm our offer of employment to you as **UI & UX designing Intern** based in **Hyderabad**. The team that interviewed you on February 4, 2023 was impressed with your background, talent and attitude.

As part of your compensation, you will receive a Total Stipend of **INR 12,000/- (Twelve thousand only)** per Month.

Working Hours

Your work hours would be 9 Hours/Day, but we require our employees to be flexible with any change in timings if required.

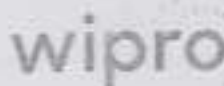
Confidentiality

- The Employee shall not at any time or for any reason, whether during the term of this agreement or after its termination, use or disclose to any person, any confidential information relating to the Employer's business except where release of such information may be reasonably necessary to enable the employee to fulfil their duties and obligations under the agreement.
- The Employee shall not remove or copy any information including client/customer information, from the employer's premises without the consent of the Employer.
- The Employee shall not use any confidential information relating to the Employer's business or information gained through their employment for their own benefit.

Conflict of Interest

While employed by the Employer, you agree to work on a full-time basis exclusively for the Employer and agree that you shall not, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Employer or could reasonably interfere with your duties to the Employer without our prior written permission.

Registered Office: Cokarma, 1st floor, Mahaveer Radiance, Near Bajaj electronics, Madhapur, Rd Number 36, Jubilee Hills, Hyderabad, Telangana 500081

wipro

July 12, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ganesha Bhalarao,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" (PRP) that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech academic program within 12 months from date of joining.



Offer: Computer Consultancy
Ref: TCSL/DT20218938268/Pune
Date: 29/01/2022

Mr. Sameer Noor Mohammad Tamboli
Sasane Vasti Lane No 5, Gulam Ali Nagar Hadapsar, Pune-411028 Lane No 5,
Hadapsar,
Pune-411028,
Maharashtra.
Tel# 91-9527778607

Dear Sameer Noor Mohammad Tamboli,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218938268

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyati Tower, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirnal Building, 9th Floor, Nariman Point, Mumbai 400 022

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

12:07

LTE

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4 Messages

Wipro Enrollment Letter

October 21, 2022

Dear Akib Naikwadi,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as.pdf -> save -> select destination on your system to download.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.





Offer from Unidataverse

2 messages

<hr@unidataverse.com>
To: vaishnavisuryawanshi0201@gmail.com
Cc: Nileshn@unidataverse.com, anandk@unidataverse.com

Thu, 13 Oct 2022 at 11:40 pm

Dear Vaishnavi,

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd, as 'Analyst- Lead Generation', Band - 1, at our office located in Kharadi, Pune.

Joining Date : 17th OCT 2022

Reporting Time :12:00 noon

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,92,000 PA PLUS Performance Incentives

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

1. Please send your acceptance via email today
2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B,

City Vista Down Town,

Ashok Nagar,

Kharadi, Pune - 411014

Contact no: +917028881030

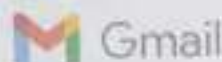
Web: www.unidataverse.com

Vaishnavi Suryawanshi <vaishnavisuryawanshi0201@gmail.com>
To: hr@unidataverse.com

Fri, 14 Oct 2022 at 3:11 pm

12/02/22 12:13 PM

Gmail - Fwd: Offer from Unidataverse



Amritha Prasad <amritha.prasad2000@gmail.com>

Fwd: Offer from Unidataverse

3 messages

14 October 2022 at 21:55

hr@unidataverse.com <hr@unidataverse.com>
To: amritha.prasad2000@gmail.com

FYI

— Original Message —

Subject: Offer from Unidataverse
Date: 2022-10-11 20:08
From: hr@unidataverse.com
To: amritha.prasad@gmail.com
Cc: nilishnd@unidataverse.com, anandk@unidataverse.com, pulokd@unidataverse.com

Dear Amritha

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd. as "Analyst- Lead Generation", Band - 1, at our office located in Kharadi, Pune.

Joining Date : 6th OCT 2022

Reporting Time : 12:00 pm

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,92,000 PA + Performance Incentives

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

1. Please send your acceptance via email today.
2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B.



Offer from Unidataverse

3 messages

<hr@unidataverse.com>
To: sarojpooja1242@gmail.com
Cc: anandk@unidataverse.com, nileshn@unidataverse.com

Thu, Oct 13, 2022 at 11:44 PM

Dear Pooja,

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd, as 'Analyst-Lead Generation', Band - I, at our office located in Kharadi, Pune.

Joining Date : 17th OCT 2022

Reporting Time : 12:00 pm

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,80,000 PA

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

- 1. Please send your acceptance via email today.
- 2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B,

City Vista Down Town,

Ashok Nagar,

Kharadi, Pune - 411014

Contact no: +917028881030

Web: www.unidataverse.com

Pooja Saroj TY BSC <sarojpooja1242@gmail.com>
To: hr@unidataverse.com

Fri, Oct 14, 2022 at 11:36 AM



September 8, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear yash khandale,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below, I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful



PRIVATE & CONFIDENTIAL

Emp Code: IV17722

April 01, 2022

Location: Pune

To,
Ms. Pinky Pavan Pareek

S NO 61/6 FLAT NO 301 MAHANAND SOCIETY SAI CORNER SAI NAGAR PUNE 411046

Sub : Renewal of Appointment Letter dated 13-Apr-21

Dear Ms. Pareek

This is with reference to the appointment letter dated issued to you by **Ivangel Sales & Services Pvt. Ltd.** for special services to be rendered by you to the company. We are pleased to inform you that we are renewing the said contract for a further period of 12 months, commencing from **April 01, 2022** and terminating on **March 31, 2023**.

All other terms and conditions of the said contract will remain the same and conditions except the Notice Period of Termination of Employment from either side which will be 30 days and will be governed by the original letter.

Confidentiality:

Since the nature of your work requires you to handle confidential information, you will be responsible for maintaining secrecy and confidentiality. You shall not at any time during your term or after its termination, divulge, directly or indirectly, any knowledge, information or documents, whether relating to Client's processes, operations, procedures, transactions, acquired by you in the course of your term concerning the business or affairs of the Client.

Best Regards,
Ivangel Sales & Services Pvt. Ltd.

(Authorised Signatory)



July 26, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ambika Togurage,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic

program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below:

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)



July 29, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035,
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Nikita Suresh,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company').

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree** from one of the premier engineering Institution / University upon successful completion of the course.

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The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

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4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **Rs.2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

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Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)



August 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Chaitanya Galkwad,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium, 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech



OFFER OF APPOINTMENT

Dear **Karan Nanesha,**

Congratulations!


We are delighted & pleased to welcome you at D-WebBox as a **Full Stack Web Developer** with fixed compensation of **CTC of Rs.1,92,000**. Your expected date of joining is **19-Sep-2022**. This is a full time role and hence you are entitled to all the current & future company benefits.


At D-WebBox, we believe that our team is our biggest strength and we take pride in hiring **ONLY** the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with D-WebBox.


During this time you are expected to devote your time and efforts solely to development work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.

As a **Full Stack Web Developer**, you would be responsible for:

- Build dynamic, visually-attractive, end-to-end, and innovative software product/apps including front-end and back-end
- Design the user experience, user interaction, responsive design, and complete architecture
- Work with databases, servers, APIs, version control systems, and third-party apps
- Provide insights on continuous improvement and add/remove functionality as per needs
- Design strategy for continuous enhancement, performance optimization, stability and scalability
- Stay updated with new tools, frameworks, approaches, and architectures in the development world
- Transform business needs into a finished product from conception to implementation

 70, 2nd floor, Ratnrajyot Industrial Estate, Irla lane, Vile parle (W) Mumbai, Maharashtra(400056), India

 +91 97730 50561
+91 91678 71033
+91 99207 38775

 www.dwebbox.com
connect@dwebbox.com



Offer: Computer Consultancy
Ref: TCSL/DT20218688568/Pune
Date: 29/01/2022

Mr. Soham Gouranga Mandal
23/2 Shankuntala Bungalow Near Bhimale Udyan,
Market Yard,
Pune-411037,
Maharashtra.
Tel# 91-9130330677

Dear Soham Gouranga Mandal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218688568

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No-103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com

USA HEADQUARTERS

Bista Solutions Inc.
Dallas Office: 1295 W 15th St.
Suite 210, Plano, TX, 75075,
USA.

MUMBAI

Bista Solutions Pvt Ltd.
208-210, 3rd Floor, Eco Spa,
Vikhroli West, Nagar, DR
Karee Road, Borivli East,
Mumbai 400043

PUNE

Bista Solutions Pvt Ltd.
4th Floor, SCOM Projects
Pvt. Ltd, Survey no. 116/3/1,
3/3, 10, Pune - Bengaluru
Hwy, Besides Shal Patel
Pump, Waze, Pune
Maharashtra 411058

BANGDA

Bista Solutions Pvt Ltd.
411-210, Baroda Commerce
House/BCH, Nr. Navaj Mah,
Ganeshkhayli Road, Vadodra

AHMEDABAD

Bista Solutions Pvt Ltd.
904 to 907 - Amrakant Aika
Tapovan Circle, Chandivada
Ahmedabad - 382014

Date: 05th September 2022

Subject: Internship Confirmation letter

Mr. Asad Harnekar,

With reference to your application for internship, we are pleased to offer you an internship of 1 month in our esteemed Organization in Pune with effective from **05th September 2022** on following terms & condition:

You are advised to go through the official policies of our organization which governs your internship with us.

You Shall work with our organization as an Intern for a period of 3 month.

You are not eligible for any stipend in your Internship period.

You are eligible to take only 3 sick Leave in your Internship period.

This is to further clarify that through the course of your internship period, if the organization identifies certain traits and qualities then it holds the exclusive right to decide whether the employment in the organization will continue or discontinue.

You are requested to submit photocopy of below documents on the joining date of your Internship: -

Passport Copy & Visa Copy

Adhar Card/ Pan Card

Educational certificates (from 10th till highest qualification)

Copy of Resume

Photographs (2)

If you agree the above stated terms and condition, you are requested to sign and send the scan copy.

Yours Truly,



Harish Pangarkar
C.O.O
Bista Solutions Pvt Ltd



19-May-2022

Dear **Shinde Ankita Govind**,
B.Sc, Computer Science
Pratibha College of Commerce and Computer Studies, Pune

Candidate ID – 21306966

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 of INR 19,500/- 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 only **15 days** 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 (if offered to you) 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.

Offer / Appointment Letter

Date: 22nd Jun 2022

Dear Mr. Ritik Golambade,

Subject: Offer Letter for the position of "Jr. Software Engineer".

Congratulations, you have been selected for the position of Jr. Software Engineer. We thank you for dedicating your valuable time to the selection process and personal interview rounds. You have performed remarkably. We are honored to give you the offer letter.

As a member of our team, we expect you to deliver outstanding quality work. In return, we are committed to providing you every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. We look forward to the opportunity to work with you in an atmosphere that is successful mutually challenging and rewarding.

We hope to have a long successful professional relationship with you and wish you all the very best.

Best Regards,



Sagar Mahajan
Director,
Angular Minds Private Limited

Angular Minds Pvt Ltd

5th Floor, Sai Shilp Business Centre, Baner Rd, Baner, Pune, Maharashtra 411045
www.angularminds.com

Offer Details:

- A) Reporting: Miss Dhvani Shah
- B) Offered CTC: Rs. 2.8 Lacs per annum
- C) Work Hours: 09:30 AM to 06:30 PM
- D) Working Days: Monday to Friday (5 Working days)
- E) Probation Period: 6 Months

Please note:

1. Salary / Compensation details are confidential and should not be disclosed to another company employee
2. All payable amounts are subject to change as per applicable income tax deductions
3. Upon your acceptance of this employment offer, the Company will provide you with the necessary paperwork and instructions
4. This offer is valid for forty-eight (48) hours from the date and time of the offer sent, in cases where there is no acknowledgment, the offer will be considered invalid



Sahir Projects

crafting Intelligent Solutions

Date: - 20/01/2022

To,
Shubham Kakade
H.No-1008, Om Baaglow,
16/2 plot no 47, Dattadigambar Society,
Sakhsagar nagar Katraj, Pune (411046)
Mobile : 9689932789

OFFER LETTER - QA Consultant

Dear Shubham,

We are pleased to inform you that you have been appointed as trainee QA Consultant - Software Tester in our organization Sahir Projects with effect from 20/01/2022.

Your probation period will be for six (6) months starting from the date of joining. (After first 3 Months, your evaluation will be done by us and if it found satisfactory we will extend your probation period for next 3 months).

Your consulting fee during the probation period will be Rs. 10,000/- (Rupees Ten Thousand Only) per month. Tax will be deducted at source as applicable. (As per Government rule 10%).

Two Years bond will commence, after successful completion of Six (6) months' probation period or from the date of confirmation. Company will not provide any documents if you leave prior to the completion of two (2) years Bond or during probation period.

Please sign the duplicate copy of the letter for having understood and accepted the terms of condition of services.

For Sahir Projects,

Milind Patil
(General Manager)

Received
Shubham Kakade
20/01/2022

Page 1



44

Offer: Computer Consultancy
Ref: TCSL/DT20218687927/Pune
Date: 29/01/2022

Mr. Soham Shankar More
106 , Bellissimo Apartments Yewlewadi Road.,
Near Monginis Factory ,Behind Angaraj Hotel.,
Pune-411048,
Maharashtra.
Tel# -

Dear Soham Shankar More,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218687927

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Narimán Point, Mumbai - 400 021, Maharashtra

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT-1, IT-2, Airoli MIDC, Thane - Betapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4263 | Fax: +91 22 7141 2121
www.capgemini.com/in/en

Superset ID: 2338545

Letter of Intent ("LOI")

Dear Rasika patil,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate and A3 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Upon joining Caggemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2338545**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2338545**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2338545**

Thanking you,

Yours Sincerely,

For & On Behalf of Caggemini

Puneet Kumra

Head - Fresher Hiring

ANNEXURE 1

Rasika patil

Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**.

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring



March 22, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Sayee Jadhav,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company').

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



49

Offer: Computer Consultancy
Ref: TCSL/DT20218688566/Pune
Date: 29/01/2022

Mr. Shashwat Shivpratap Chandel
31/433Netaji Nagar,
Wanowire,
Pune-411040,
Maharashtra.
Tel# 91-9860111155

Dear Shashwat Shivpratap Chandel,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218688566

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Towers, Ground Floor S.No. 103/A/1/129, CTS-1945, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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



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www.reportsintellect.com

To,

Akib Shaikh,
Kausar Bagh,
Kondhwa, Pune - 411048.

Subject: Letter of Appointment

Dear Akib,

This is with reference to your application and the subsequent interview and our discussions you had with us. We are pleased to welcome you an offer to join our company as a **Sales Analyst**

Your gross annual salary package (CTC) is **Rs. 1, 08, 000**

COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	8,000	126,000
House Rent Allowance (HRA)	0	0
City Compensatory Allowance	0	0
Other Allowances	0	0
Medical Allow/Reimbursement	0	0
Conveyance Allowance	1,000	12,000
Total Gross Salary	9,000	1,08,000
Variable- Performance Bonus		0
Other Annual Benefits		
Contribution		500
Total Cost To the Company		1,08,500

Appointment Letter

To,

Date: 28th October 2021

Mr Atharva Nikam

Subject: Appointment as Web Developer.

Dear Mr.Atharva Nikam,

We are happy to appoint you as a Web Developer in our organization. Your joining date will be 01st November, 2021. You will be reporting to Taher Mandiwala. At the time of joining, you are required to submit to the HR Department- the photo copies of your documents. Please confirm the acceptance of the offer along with the date of joining in writing. On accepting the offer and not following it up with successful joining, the company shall never make another offer for any position in the future. This Letter cannot be used to solicit other offers and will be null and void if so used.

We wish you a long and fruitful career in Hats Off.

Thank you

Yours sincerely,

A circular stamp with the text "HATS OFF DIGITAL MEDIA PVT. LTD." around the perimeter and "PUNE" in the center. A handwritten signature is written across the stamp.

For Hats Off Rich Media
Taher Mandiwala
(Technical head/Co-Founder)

77

Pravin Solanki



SHREE ENTERPRISES

Dealers in Coated Sheets, GC Sheets, Polycarbonate Sheets
& All type of Building Materials

530/4, Bhawani Peth, Opp. Ramoshi Gate Police Chowky,
Timber Market Road, Pune - 411042.

Ph. : 9422003596 Email : prasol123@gmail.com

Private & Confidential**Date : 23/09/2022**PANKAJ HARILAL PATILARC GAURAV SOC, KHADIMACHINE CHOWK,UNDRI PISOLI ROAD, PUNE 411060, MAHARASHTRA -411060**APPOINTMENT LETTER**Dear PANKAJ HARILAL PATIL,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Chat Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 26/09/2022 or at an earlier date as mutually agreed, subject to completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 25/09/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at amitkumar.vasedar@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68157746

CIN: U72900DL1999PTC102972

info@concentrix.com / www.concentrix.com

Date- 14/11/2022

Sub: Recruitment Trainee Letter

Dear Sejal Jambulkar

We would like confirm that your application for the position of **Recruitment Trainee** has been accepted. Here are terms of while working with the Company:

1. You will be designated as "**Recruitment Trainee**" and will be entitled for a stipend of Rs **15000/-** p.m.
2. You will not be entitled or any other benefits from the company during this tenure.
3. From time to time, your performance will be evaluated and based on this your incentives will be decided.
4. During your tenure, you are expected to abide Code of Conduct prescribed by the company for all the employees.
5. This Tenure can be terminated by either party by serving **30 days** of written **notice** to the other party.

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

Welcome to **H&B HR solutions Pvt Ltd** and wish you a very successful career with us.

H&B HR Solutions Pvt Ltd



Authorized Signatory

I have fully read and understood the terms of the Employment Letter. I accept the same on the above terms and conditions, and as appointed. I agree to abide by the rules and regulation of the company and will be joining on **14th Nov 2022**

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

Signature: _____

Name : _____

Date: _____



Date : 07/10/2022

Appointment Letter

To,
Priya Nigade

Dear Priya Nigade ,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Real Estate Telesales Executive** in our organization on the following terms and conditions.

Date of Joining: **20th Sep 2022**

Salary: Salary will be calculated on a daily basis as per total days worked in a month. Your Daily Employment Cost to the company would be **Rs. 577/-**

Monthly Salary : 15000/-

Place/Transfer: Your present place of work will be **Solitaire Maha Trade Market, Bibwewadi, Pune**, but during the course of the service, you shall be liable to be posted / transferred anywhere per day telecalling basis any of the Company's Launched Projects or any other establishment in Pune at different locations, as and when required by the Management.

The Subjected Job is purely on a temporary basis. Your services can be terminated with seven days' notice on either side and without any reasons whatsoever.

Absence for a continuous period of 4 days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise.

1. You will not (except in the normal course of the Company's business) publish any

Address: Life Republic, Marunji, Hinjawadi, Pune (M.H)



TELPRO

Professional Marketing
& Telecalling Support

Date : 07/10/2022

Appointment Letter

To,
Sakshi Paymode

Dear Sakshi Paymode ,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Real Estate Telesales Executive** in our organization on the following terms and conditions.

Date of Joining: **20th Sep 2022**

Salary: Salary will be calculated on a daily basis as per total days worked in a month. Your Daily Employment Cost to the company would be **Rs. 577/-**

Monthly Salary : 15000/-

Place/Transfer: Your present place of work will be **Solitaire Maha Trade Market, Bibwewadi** Pune, but during the course of the service, you shall be liable to be posted / transferred anywhere per day telecalling basis any of the Company's Launched Projects or any other establishment in Pune at different locations, as and when required by the Management.

The Subjected Job is purely on a temporary basis. Your services can be terminated with seven days' notice on either side and without any reasons whatsoever.

Absence for a continuous period of 4 days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise...

- 1. You will not (except in the normal course of the Company's business) publish any



DR - BPS/RH12947524/330933/Pune/December/V0

OFFER OF EMPLOYMENT
**PRIVATE &
CONFIDENTIAL**

December 12, 2022

Mohammad Nooman Khan,
Manish Park, phase 3, Kausar Baugh, Kondhwa ,
Pune

Dear Mohammad Nooman Khan,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Customer Support Officer, in **Band 5, Level 1** with our organization. The gross compensation will be INR 2,88,000/- (Two Lakhs Eighty Eight Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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

ANNEXURE - 1
SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	9,600	1,15,200
House Rent Allowance	5,577	66,920
Leave Travel Allowance	NA	NA
Special Allowance	2,400	28,800
Ex-Gratia/ Bonus ¹	3,200	38,400
TOTAL FIXED CASH	20,777	2,49,320
Performance Incentive	1,200	14,400
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	21,977	2,63,720
Employer Provident Fund	1,440	17,280
Mediclaime Insurance Premium	583	7,000
TARGET COST TO COMPANY	24,000	2,88,000

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
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Note:

- As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact us:

T: +91 080 6750 1000

F: +91 080 6695 9985

 E: investor.relations@mphasis.com
www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: U72200KA2000PTC038931



Jemil Rathod

7405171031

079 40033891

www.conceptioni.com

info@conceptioni.com

conceptioni.technology@gmail.com

OFFER LETTER

December 1st , 2022

Rushikesh Jadhva

Dear Mr. Rushikesh Jadhva,

Congratulations! We are pleased to confirm that you have been selected to work for Conception I Technology as an Java Developer with a salary of Rs 43000/- per month. This position reports to Mrs. Komal Rathod. Your working hours will be 9:00 AM to 5:00 PM, Monday to Friday. We trust that your knowledge, skill and experience will be among our most valuable assets.

We would like you to start work on December 1st, 2022 at 9:30 AM. Please report to Mrs. Komal Rathod for documentation and if your start date is not acceptable, please contact me immediately.

This offer is subject to a satisfactory reference check of your credentials begin conducted by the company including your educational qualifications, including certificates, previous experience and other documents authentications.

You have to submit following documents, while reporting for duty:

1. Candidate 1 passport size photo.
2. Copies of Addhar card
3. Security 2 cheque, each of 43,000 INR and must be from candidate bank account.

To accept this job offer:-sign and date this job offer letter where indicated below:

Conception I Technology

OFFICE NO. 426,

Shivalik Shilp, Iskon Cross road ,

Sg Highway,

MEDABAD - 380058, Gujarat, INDIA.

I would like you to take this opportunity to welcome you to our company and hope you find your association with the company both exciting and rewarding.

Jemil J. Rathod

Founder & CEO

Conception I Technology,

I accept this offer and signature terms and condition of Conception I Technology

Name and signature

SIEMENS

msc (us) #9
240

Bhushan Avinash Pande

**'7A-Manidweep' samarthwadi , yavatmal ,
Maharashtra - 445001**

Siemens Technology and Services Pvt. Ltd

Date 14 January 2022
Name Sahasna Balaji
Email sahasna.balaji.ext@siemens.com
Dept HR / Talent Acquisition
Our reference 265618 / 5604420

Dear **Bhushan Avinash Pande,**

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Software Test Engineer** starting from **18 April 2022** in **Process Automation and Motion Control Division** in **Bangalore**.

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 10,00,000 /- p.a. (Rupees Ten Lakhs Only)**, with the details provided in **Annexure I**.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

- 1. Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee-master of the Company, known as your "Seniority Date" and shall be considered as final.
- 2. Office location** – You are initially appointed to work in our **Bangalore** office.
- 3. Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
- 4. Date of birth** – Based on your declaration we have recorded your date of birth as **8 October 1997**
- 5. Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive and the decision of the Company is final and binding

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Technology and Services Pvt. Ltd

Shanbhag Sanjay
Digitally signed by Shanbhag Sanjay
DN: cn=Shanbhag Sanjay, o=Siemens,
email=shanbhag.sanjay@siemens.com,
date=2022.01.14 10:27:26 +0530

Sanjay Shanbhag
Associate Vice President
Process Automation and Motion Control

Krishnaswamy Rajeshwari
Digitally signed by Krishnaswamy Rajeshwari
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,
email=krishnaswamy.rajeshwari@siemens.com,
date=2022.01.14 10:27:26 +0530

Rajeshwari K
Chief Manager- Human Resources

Siemens Technology and Services Private Limited
Management, Parkaj Vyas

Gull Hill Exoticlor Park, South Tower, Tel: +91 90 67113300
First Main Road, Electronic City Phase Web: www.siemens.com
II
Korappa Agrahara,
Bangalore, Karnataka 560100

Registered Office: Plot No. 2, Sector No. 2, Kharghar Naka, Navi Mumbai - 410210; Telephone: +91 22 30672000; Fax: +91 22 27740138
Corporate Identity Number: U33009MH1999PTC093854
Other Offices: Bangalore, Chennai, Gurgaon, Mumbai, Noida, Pune



185 2022
18501 (12)

Our Ref.: SCT: 21-22:AL61

Date: February 01, 2022

Anish Abhyankar
Vrindavan Park Building B-1,
Flat no-16, Near Mahatma soc.,
Kothrud,
Pune 410 038

Sub: Appointment Letter

Dear Anish,

We welcome you at Spring CT in the position of **Software Engineer** Spring CT, like the season of Spring, is a place for growth, renewal, and beginning of a new life. In the context of our business this applies to the development of new technologies and products, as well as to the growth of the employees and the organization. We are proud to welcome you to an organization that strives for the growth of its entire community, which includes its employees, owners, customers, suppliers, and business partners.

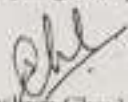
Integrity, trust, and transparency are at the core of Spring CT. Freedom of expression provides everyone an opportunity to present their thoughts and seek others' opinion on any topic concerning the organization. Spring CT inspires and encourages continuous learning across the organization, which becomes the foundation of growth and renewal of all involved. We are sure that you will get many opportunities to experience these core values and to contribute in strengthening these values further.

We are excited about you joining our team and we look forward to your active contribution in growing Spring CT. We are certain that we shall contribute to your personal growth equally well.

Please refer to Annexure 1 for the terms of employment and Annexure 2 for the details on your initial remuneration. This appointment letter overrides all previous discussions related to your employment.

With warm regards,

For Spring Computing Technologies Pvt. Ltd.


Anushree Chaubal
Manager - Operations



Private and Confidential

Annexure 1: Terms and Conditions

Name: Anish Abhyankar
Designation: Software Engineer

We are pleased to welcome you to Spring Computing Technologies Pvt. Ltd. in the capacity of **Software Engineer (Grade E2)**. Your employment shall be based on the following terms and conditions.

Date of Joining:

1. Your employment commences today, **February 01, 2022**

Duties:

2. You shall perform any such duties as are incidental or implied and consistent with the background, training and qualifications or may be reasonably delegated to you as being in the best interest of the organization.

Remuneration:

3. Your annual CTC will be **Rs.4,50,000/- (Rupees Four Lakh Fifty Thousand Only)**.
4. CTC includes Variable Compensation of **Rs.22,500/- (Rupees Twenty-Two Thousand Five Hundred Only)** linked with your contributions as well as Company's performance for the Financial Year. This amount will be payable after completion of Financial Year from effective date mentioned below. Details of remuneration are provided in Annexure 2.
5. CTC includes Mediclaim for self, spouse and 2 dependent children up to INR 3,00,000/- per annum.
6. Your remuneration is a confidential matter, and you are expected to discuss the same only with your manager(s) and concerned members of the HR team. You are advised not to compare salaries amongst colleagues, as any grievance raised based on that may not be entertained.

Leaves:

7. You shall be entitled for leaves as per the company's leave policy.

Conditions of Services:

8. You shall devote your whole time and attention to your duties, promoting the interests of our organization. You shall not carry on any business or enter any part of your time in any capacity, in the services of any other Firm/Company/Person.
9. You shall not, without written approval of the management either disclose or publish, or authorize anyone to disclose or publish, either during the tenure of employment/subsequent thereto, any confidential or secret information including the confidential information acquired in the course of your employment with the company.
10. You will have to sign a confidentiality agreement, which is provided separately.
11. You shall not take with you without written approval of the management any software, documents or records of confidential nature outside the office premises.

191 213
Vishwakarma Global Education Services Private Limited

01/02/2022

To:
Sam Bhise

Re: Letter of Internship-Software Developer Intern

Dear Sam Bhise,

We welcome you to join Vishwakarma Global Education Services Pvt Ltd

Start Date: 01/02/2022

End Date: 31/07/2022

We are happy to inform you that you have qualified for the post of "Software Developer Intern" on a stipend of Rs. 15,000/- per month.

Your normal hours of work are 9:30 am to 6:30 pm Monday to Friday, deadlines may require working additional hours or weekends.

During the course of internship you are not allowed to disclose the Confidential information of Company's customers, vendors or any third party to anyone.

Best regards,

For Vishwakarma Global Education Services Private Limited

BHARAT RAJKUMAR AGARWAL
Date: 20/02/21
15/02/2021

AUTHORISED SIGNATORY

Place: Pune

Vishwakarma Global Education Services Private Limited
Register office: 283, Budhwar Peth, Near - City Post office, Pune 411 002 Maharashtra, India
Tel No: 91 - 20 - 2452 - 5555
CIN: U74140PN1982PTC028763

795

28-May-2020

Dear Yash Vijaykumarhetlavanan,
B. Sc, Computer Science
Vishwakarma College of Arts, Commerce and Science



Candidate ID - 14206378

In continuation to our discussion, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.252,000/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 Rs.284,100/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPN while joining the organization. Please refer Annexure B for more details.

Please note

- 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 errors in your Graduation/Post-Graduation
- 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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Behavada
Global Head-Talent Acquisition

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

Signature :

Date:



22-Jan-2022

Dear Rutuja Kishor Dhumal,
B.Sc. Computer Science
SBB Alias Appasaheb Jedhe Arts Commerce and Science College, Pune

Candidate ID - 17853643

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 focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the first 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.

January 28, 2021

HRD/2T/1000961574/20-21

Ms. Anjali Gopal Habib
636/4 Pushpam Colony,
Pokale Vasti,
Pune-411037
India

Ph: +91-8956446229

Dear Anjali,

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 valid


Digitally signed by Richard Lobo
Date: 2021.01.28 12:25:17 IST
Reason: I am the signer
Location: Bangalore

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

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 - 1.

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 - 1 of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

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.

204

1-A, Krishna Kevai Nagar,
Kondhwa Khurd,
Pune - 411048.
Tel: 91-20-26831813 / 26831682 / 26836864
Email ID: info@ranadeyconsultants.com
CIN - U74140N2002PTC017365



RANADEY
PROFESSIONAL
SERVICES

04th Jan 2022

RPSPL/156/2021-22

Mr. Suraj T. Pandey
Pune

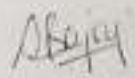
Dear Mr. Suraj,

I am pleased to offer you a position in our organization on the following terms and conditions:

01. You will be designated as a Junior Actuarial Analyst.
02. You will be on probation for a period of six months from the date of joining, you will draw a gross salary of Rs. 22,000/- per month.
03. After successful completion of your probation periods the company can consider you for confirmation.
04. Your date of joining will be 13.12.2021.

If you agree with the same kindly give us the confirmation.

For Ranadey Professional services Pvt Ltd


Authorized Signatory





Offer: Computer Consultancy
Ref: TCSL/DT20217821710/Hyderabad
Date: 21/11/2021

Mr. Chaitanya Hemant Pawar
Lake Vista Ambegaon Dattanagar Road,
Ambegaon,
Pune-411046,
Maharashtra.
Tel# 91-7020119493

Dear Chaitanya Hemant Pawar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20217821710

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Date: February 22, 2021

Ref: LTI/HR/Campus/NE1/2020

Name: Abhishek Pujan

College: Vishwakarma College of Arts, Commerce & Science

DEFER OF EMPLOYMENT

Dear Abhishek Pujan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



258

Offer: Computer Consultancy
Ref: TCSL/DT20196171338/Pune
Date: 03/01/2020

Mr. Ganesh Vilas Raut
Fl No 16 Hn 680 Sr No. 23 Sachha Sauda Apt Gurudatt Society Pune Satara Road,
Balajinagar,
Pune-411043,
Maharashtra
Tel# 91-9146365251

Dear Ganesh Vilas Raut,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be ₹1,93,158/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

TCS Confidential
TCSL/DT20196171338

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Head Office: Ground Floor, 5th Flr 103/A/1/129, CTS 1195, Nagar Road, Yerwade, Pune 411 006 India

Tel: 91 20 6608 7177 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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

279

Fidelis
Services Redefined



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357 "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bangalore 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Date: 10th March 2022

Mr. Revant Vijay Rawade
S/O, Vijay Rawade, 128/7 A, Shiv Darshan, near mutangan School,
Parvati, Pune City, Pune, Maharashtra, 411009

Dear Revant Vijay Rawade,

Subject: Appointment as Desktop Support Engineer.

Further to our earlier letter, the Management is pleased to appoint you as Desktop Support Engineer with effect from 10th of March 2022.

Your Monthly compensation will be Rs. 16,479/- on the basis of Cost to Company which includes the following:

- 1) Provident Fund benefits by the Company.
- 2) Employee State Insurance by the Company.

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

- 01 Copies of Educational/Technical Courses
- 02 Copy of PAN Card
- 03 Copy of Passport
- 04 2 Passport sized photographs
- 05 Last pay slip
- 06 Resignation copy and relieving letter
- 07 PF and ESI declaration to be submitted at the time of joining
- 08 Reference details - The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above mentioned documents and subsequent to back ground verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully
For Fidelis Corporate Solutions Pvt. Ltd.,



Udaya B M
Sr. Manager HR

first 223
com

17-09-2021

To,
Sachin Suresh Galkwad
Pune

Appointment Letter

Dear Sachin,

We refer to your application and the subsequent discussions that you have had with us and are pleased to offer you an appointment in our organization i.e. BRAINBEES SOLUTIONS PVT. LTD. as QA Engineer at Pune on the following terms and conditions.

1. Date of Appointment

Your date of appointment will be effective from the date you join the services of the Company, which shall be as soon as possible but not later than 17-09-2021

2. Compensation

In consideration of the full and faithful performance of services required of you by the Company, your compensation will be Rs. 2,93,677 per annum which will be payable on the meeting of business objectives by the self and the Company, subject to deduction of tax at source in accordance with applicable laws the breakup of your compensation is given in Annexure A to this letter. The breakdown of the compensation may need to be revised from time to time in keeping with regulatory developments or otherwise, and, the Company will not be liable for any additional tax liability you may face due to such revisions.

3. Review of Compensation

The Company may review your compensation at periodic intervals as deemed appropriate. Changes to your compensation will be discretionary and will depend on relevant factors including the quality and extent of the services provided by you.

4. Transfer

Your services are subject to transfer by the Company in such capacity as the Company may from time to time determine, anywhere in India, to any one of the Company's departments, functions, branches, subsidiaries or associates according to the needs that may arise in the future. Such transfers will not have any effect on your compensation. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place where you have been transferred.

28-May-2022

Dear Ram Chougale,
B. Sc./Bsc., Computer Science
Karnatak Media College

Candidate ID - 14132184

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee at Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.252,000/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and gratuity. The break-up is presented in Annexure A.

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 Rs.284,111/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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 orders in your Graduation/Post-Graduation.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Behravada
Global Head - Talent Acquisition

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

Signature:

Date:

28-May-2020

Dr. Shivraj Dadasahedrao,
B. Sc. Computer Science
Mishwanika college of arts science and science



Candidate ID - 14206383

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs. 252,000/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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 Rs. 284,111/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the TPNK while joining the organization. Please refer Annexure B for more details.

Please note

- 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 orders in your Graduation/Post-Graduation.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.;

Suresh Bhatnagar
Global Head-Talent Acquisition

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

Signature

Date

210
250

LTI

Lars & Toubro

Date: July 22, 2017

Ref: LTI/HR/Campus/2018

Name: Tanvi Ghatnekar

College: MAEER Pune's MIT Arts, Commerce & Science College, Pune

OFFER OF EMPLOYMENT

Dear Tanvi Ghatnekar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

APTARA

259

Ref:ATPL/HR/PA
Date: 27th January 2022
Aniket Kangare
Pune

Subject: Professional Consultancy Agreement.

Dear Aniket,

In pursuance to our discussions, and as agreed we are pleased to offer you a work assignment as a Professional Consultant in Aptara Technologies Pvt. Ltd. on the following terms and conditions.

Terms of Contract:

1. As a specialist you shall advise and provide your specialized services as "HTML PROGRAMMER" and the assignments whatever may be given to you from time to time.
2. Your professional agreement will commence on "28th January 2022" which shall automatically come to an end on "30th April 2022".
 - A) You shall be paid consolidated monthly Professional Fees of Rs. _____ per month during "28th January 2022" to "31st January 2022".
 - B) You shall be paid consolidated revised monthly Professional Fees of Rs. _____ /- per month effective from 01st February 2022.
3. Place of Work: Pune
4. Nature of Work: HTML PROGRAMMER
5. TDS will be applicable on your invoice amount as per the income tax rule. Any other applicable TAXES will be considered on your invoice as per government notifications (GST as applicable will be considered on the monthly invoice and it is Consultant's liability to inform & submit the requisite details for the same).
6. You shall act in the interests of the Company and if found otherwise shall be treated as material breach of this agreement and shall be thus be liable to be terminated without giving any advance notice.
7. You have specifically agreed as under:
You will not undertake any work that in any way competes with the assignment/business of the Company.

Aptara Technologies Private Limited

New Delhi: B-2/88, Safdarjung Enclave, New Delhi - 110029 | India | Phone: 011-26712908
Node Plot No. 37, Block A, Sector - 60, Sauram Budh Nagar, Noida, Uttar Pradesh Pincode - 201301 | Ph: 120-7192525
Registered Office: F No. A/15, Earnest Residency, 3 No. 8/13+14+15, Wanawadi, Pune, MH-411040 | India
Phone: 020 - 65005633 | Email: aptarapune@aptaracorp.com | CIN No: U74999PN2010FTC150688
APTARACORP.COM

50

From: Harsha Bhingarde <harsha.bhingarde@quest2travel.com>
Date: Tue, 31 Jan 2023, 3:25 pm
Subject: Joining at Quest2travel.com India Pvt. Ltd
To: Tushar Gupta <tushargupta9049046616@gmail.com>
Cc: HR <hr@quest2travel.com>, Niki Sarambalkar
<niki.sarambalkar@quest2travel.com>, Rahul Nagle <rahul.nagle@quest2travel.com>
Aparna Prabhu <aparna.prabhu@quest2travel.com>

Dear Tushar, (B.Com.)

This is to inform you that you have successfully completed the documentation and verification process.

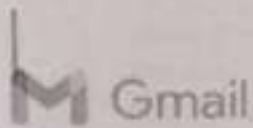
We are good to go for your joining.

You can join us from **Wednesday i.e 1st February 2023**. Your reporting time will be **10:00 am**.

Harsha Bhingarde,
Executive HR

MET Education Complex, A Wing,
6th floor, Gen AK Vaidya Marg,
Bandra Reclamation, Bandra(w) Mumbai - 400 050.
T: 022-66141111 | Ext 177
Category :- Quest2Travel General Business

Quest2Travel
by make  trip



Faisal Shaikh <faisalshaikh7406@gmail.com>

Letter of Intent

Wed, Nov 30, 2022 at 8:12 PM

HR IMarketeer <hr@imarketeer.io>
To: Faisal Shaikh <faisalshaikh7406@gmail.com>
Cc: Omkar_Leadhawks <omkar.sonawane@leadhawks.io>

Hi Faisal,

It was nice speaking to you.

Based on our discussion we found you to be suitable for the position we have -Sr. Demand Generation Executive.

We are glad to extend you the offer and welcome you to IMarketeer's family!!!

This offer will be subject to the standard Terms and Conditions of Employment by IMarketeer Digital Services LLP ("Incredible Marketeer") and be governed by the policies, rules, and guidelines of the company.

The overall CTC offered to you is INR 3,00,000 per annum i.e. Rs 25,000 per month (standard regulatory deduction such as professional tax as may be applicable). This offer of employment with Incredible Marketeer is subject to the successful verification of information provided by you, by accepting this offer you also confirm that:

1. You have completed your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
3. Incredible Marketeer is not liable for any past dues owed by you as part of termination of any previous employment.
4. You are not bringing in any intellectual property that you do not have sole ownership of.
5. Last but not the least, performance is the critical part of this contract hence to create a win-win situation you will be on OJT (on-the-job training) for an initial period of 45 (Forty-Five) Working days from the date of joining; performance will be reviewed on weekly basis. You will be provided with all the necessary support and guidance to clear your OJT and continue your journey with IMarketeer. In any unfortunate circumstances if you are not able to clear your OJT then you will be discontinued from the services.
6. Your date of joining would be **1st December 2022, shift time 3 PM to 12 AM** and as a

PACIFICO TECHNOLOGIES PVT LTD

CIN:U74999TG2021PTC150483 Email:padma@suprhr.in Ph: 9581841414

4th February 2023

Subject: Offer of Employment

Dear Mr. Atharva Rajesh Harne,

On behalf of Pacifico Technologies Pvt Ltd (the "Employer"), I am pleased to confirm our offer of employment to you as **UI & UX designing Intern** based in **Hyderabad**. The team that interviewed you on February 4, 2023 was impressed with your background, talent and attitude.

As part of your compensation, you will receive a Total Stipend of **INR 12,000/- (Twelve thousand only)** per Month.

Working Hours

Your work hours would be 9 Hours/Day, but we require our employees to be flexible with any change in timings if required.


Confidentiality

- The Employee shall not at any time or for any reason, whether during the term of this agreement or after its termination, use or disclose to any person, any confidential information relating to the Employer's business except where release of such information may be reasonably necessary to enable the employee to fulfil their duties and obligations under the agreement.
- The Employee shall not remove or copy any information including client/customer information, from the employer's premises without the consent of the Employer.
- The Employee shall not use any confidential information relating to the Employer's business or information gained through their employment for their own benefit.

Conflict of Interest

While employed by the Employer, you agree to work on a full-time basis exclusively for the Employer and agree that you shall not, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Employer or could reasonably interfere with your duties to the Employer without our prior written permission.

Registered Office: Cokarma, 1st floor, Mahaveer Radiance, Near Bajaj electronics, Madhapur, Rd Number 36, Jubilee Hills, Hyderabad, Telangana 500081



wipro

July 12, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ganesha Bhalarao,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or Company").

Please read through the terms and conditions of your enrolment as provided below

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" (PRP) that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech academic program within 12 months from date of joining.



Offer: Computer Consultancy
Ref: TCSL/DT20218938268/Pune
Date: 29/01/2022

Mr. Sameer Noor Mohammad Tamboli
Sasane Vasti Lane No 5, Gulam Ali Nagar Hadapsar, Pune-411028 Lane No 5,
Hadapsar,
Pune-411028,
Maharashtra.
Tel# 91-9527778607

Dear Sameer Noor Mohammad Tamboli,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218938268

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyati Tower, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirnal Building, 9th Floor, Nariman Point, Mumbai 400 022

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

12:07

LTE

935

4 Messages

Wipro Enrollment Letter

October 21, 2022

Dear Akib Naikwadi,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as.pdf -> save -> select destination on your system to download.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.





Offer from Unidataverse

2 messages

<hr@unidataverse.com>
To: vaishnavisuryawanshi0201@gmail.com
Cc: Nileshn@unidataverse.com, anandk@unidataverse.com

Thu, 13 Oct 2022 at 11:40 pm

Dear Vaishnavi,

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd, as 'Analyst- Lead Generation', Band - 1, at our office located in Kharadi, Pune.

Joining Date : 17th OCT 2022

Reporting Time :12:00 noon

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,92,000 PA PLUS Performance Incentives

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

1. Please send your acceptance via email today
2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B,

City Vista Down Town,

Ashok Nagar,

Kharadi, Pune - 411014

Contact no: +917028881030

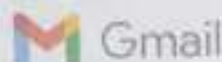
Web: www.unidataverse.com

Vaishnavi Suryawanshi <vaishnavisuryawanshi0201@gmail.com>
To: hr@unidataverse.com

Fri, 14 Oct 2022 at 3:11 pm

12/02/22 12:13 PM

Gmail - Fwd: Offer from Unidataverse



Amritha Prasad <amritha.prasad2000@gmail.com>

Fwd: Offer from Unidataverse

3 messages

14 October 2022 at 21:55

hr@unidataverse.com <hr@unidataverse.com>
To: amritha.prasad2000@gmail.com

FYI

— Original Message —

Subject: Offer from Unidataverse
Date: 2022-10-11 20:08
From: hr@unidataverse.com
To: amritha.prasad@gmail.com
Cc: nilishnd@unidataverse.com, anandk@unidataverse.com, pulokd@unidataverse.com

Dear Amritha

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd. as "Analyst- Lead Generation", Band - 1, at our office located in Kharadi, Pune.

Joining Date : 6th OCT 2022

Reporting Time : 12:00 pm

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,92,000 PA + Performance Incentives

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

1. Please send your acceptance via email today.
2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B.



Offer from Unidataverse

3 messages

<hr@unidataverse.com>
To: sarojpooja1242@gmail.com
Cc: anandk@unidataverse.com, nileshn@unidataverse.com

Thu, Oct 13, 2022 at 11:44 PM

Dear Pooja,

We are pleased to offer you an employment opportunity with Unidataverse Business Solutions Pvt Ltd, as 'Analyst-Lead Generation', Band - I, at our office located in Kharadi, Pune.

Joining Date : 17th OCT 2022

Reporting Time : 12:00 pm

We trust that your knowledge, skills and experience will be among our most valuable assets.

Compensation will be 1,80,000 PA

Appointment letter will be provided as Physical copy at the time of Joining which will include (Appointment and Salary breakage)

We trust that your knowledge, skills and experience will be among our most valuable assets.

To accept this job, offer:

- 1. Please send your acceptance via email today.
- 2. Please mail across 2 references (Non - relation) for the reference check formalities.

We at Unidataverse hope that you'll accept this job offer and look forward to welcoming you on board.

Should you have any queries or doubts, feel free to call on below numbers or email.

Thanks,

HR Team

Unidataverse Business Solutions Pvt Ltd

Office no 005, Tower B,

City Vista Down Town,

Ashok Nagar,

Kharadi, Pune - 411014

Contact no: +917028881030

Web: www.unidataverse.com

Pooja Saroj TY BSC <sarojpooja1242@gmail.com>
To: hr@unidataverse.com

Fri, Oct 14, 2022 at 11:36 AM



September 8, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear yash khandale,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shallen", is written over a horizontal line.

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below, I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful



PRIVATE & CONFIDENTIAL

Emp Code: IV17722

April 01, 2022

Location: Pune

To,
Ms. Pinky Pavan Pareek

S NO 61/6 FLAT NO 301 MAHANAND SOCIETY SAI CORNER SAI NAGAR PUNE 411046

Sub : Renewal of Appointment Letter dated 13-Apr-21

Dear Ms. Pareek

This is with reference to the appointment letter dated issued to you by **Ivangel Sales & Services Pvt. Ltd.** for special services to be rendered by you to the company. We are pleased to inform you that we are renewing the said contract for a further period of 12 months, commencing from **April 01, 2022** and terminating on **March 31, 2023**.

All other terms and conditions of the said contract will remain the same and conditions except the Notice Period of Termination of Employment from either side which will be 30 days and will be governed by the original letter.

Confidentiality:

Since the nature of your work requires you to handle confidential information, you will be responsible for maintaining secrecy and confidentiality. You shall not at any time during your term or after its termination, divulge, directly or indirectly, any knowledge, information or documents, whether relating to Client's processes, operations, procedures, transactions, acquired by you in the course of your term concerning the business or affairs of the Client.

Best Regards,
Ivangel Sales & Services Pvt. Ltd.

(Authorised Signatory)



July 26, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ambika Togurage,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic

program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below:

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)



July 29, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035,
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Nikita Suresh,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company').

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree** from one of the premier engineering Institution / University upon successful completion of the course.

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The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

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During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **Rs.2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

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Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)



August 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Chaitanya Galkwad,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

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Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

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In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

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- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
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In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium, 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

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First year	15000	488	15,488/- (*)
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Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech



OFFER OF APPOINTMENT

Dear Karan Nanesha,

Congratulations!


We are delighted & pleased to welcome you at D-WebBox as a **Full Stack Web Developer** with fixed compensation of **CTC of Rs.1,92,000**. Your expected date of joining is **19-Sep-2022**. This is a full time role and hence you are entitled to all the current & future company benefits.


At D-WebBox, we believe that our team is our biggest strength and we take pride in hiring **ONLY** the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with D-WebBox.

During this time you are expected to devote your time and efforts solely to development work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.

As a **Full Stack Web Developer**, you would be responsible for:

- Build dynamic, visually-attractive, end-to-end, and innovative software product/apps including front-end and back-end
- Design the user experience, user interaction, responsive design, and complete architecture
- Work with databases, servers, APIs, version control systems, and third-party apps
- Provide insights on continuous improvement and add/remove functionality as per needs
- Design strategy for continuous enhancement, performance optimization, stability and scalability
- Stay updated with new tools, frameworks, approaches, and architectures in the development world
- Transform business needs into a finished product from conception to implementation

 70, 2nd floor, Ratnrajyot Industrial Estate, Irla lane, Vile parle (W) Mumbai, Maharashtra(400056), India

 +91 97730 50561
+91 91678 71033
+91 99207 38775

 www.dwebbox.com
connect@dwebbox.com



Offer: Computer Consultancy
Ref: TCSL/DT20218688568/Pune
Date: 29/01/2022

Mr. Soham Gouranga Mandal
23/2 Shankuntala Bunglow Near Bhimale Udyan,
Market Yard,
Pune-411037,
Maharashtra.
Tel# 91-9130330677

Dear Soham Gouranga Mandal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218688568

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No-103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com

USA HEADQUARTERS

Bista Solutions Inc.
Dallas Office: 1295 W 15th St.
Suite 210, Plano, TX, 75075,
USA.

MUMBAI

Bista Solutions Pvt Ltd.
208-210, 3rd Floor, Eco Spa,
Vikhroli West, Nagar, DR
Karee Road, Borivli East,
Mumbai 400043

PUNE

Bista Solutions Pvt Ltd.
4th Floor, SCOM Projects
Pvt. Ltd, Survey no. 116/3/1,
3/3, 10, Pune - Bengaluru
Hwy, Besides Shal Patel
Pump, Waze, Pune
Maharashtra 411058

BANGDA

Bista Solutions Pvt Ltd.
411-210, Baroda Commerce
House/BCH, Nr. Navaj Mah,
Gan-Bhayli Road, Vadodra

AHMEDABAD

Bista Solutions Pvt Ltd.
904 to 907 - Amrakant Aika
Tapovan Circle, Chandivada
Ahmedabad - 382024

Date: 05th September 2022

Subject: Internship Confirmation letter

Mr. Asad Harnekar,

With reference to your application for internship, we are pleased to offer you an internship of 1 month in our esteemed Organization in Pune with effective from **05th September 2022** on following terms & condition:

You are advised to go through the official policies of our organization which governs your internship with us.

You Shall work with our organization as an Intern for a period of 3 month.

You are not eligible for any stipend in your Internship period.

You are eligible to take only 3 sick Leave in your Internship period.

This is to further clarify that through the course of your internship period, if the organization identifies certain traits and qualities then it holds the exclusive right to decide whether the employment in the organization will continue or discontinue.

You are requested to submit photocopy of below documents on the joining date of your Internship: -

Passport Copy & Visa Copy

Adhar Card/ Pan Card

Educational certificates (from 10th till highest qualification)

Copy of Resume

Photographs (2)

If you agree the above stated terms and condition, you are requested to sign and send the scan copy.

Yours Truly,



Harish Pangarkar
C.O.O
Bista Solutions Pvt Ltd



19-May-2022

Dear **Shinde Ankita Govind**,
B.Sc, Computer Science
Pratibha College of Commerce and Computer Studies, Pune

Candidate ID – 21306966

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 of INR 19,500/- 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 only **15 days** 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 (if offered to you) 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 focus 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.

Offer / Appointment Letter

Date: 22nd Jun 2022

Dear Mr. Ritik Golambade,

Subject: Offer Letter for the position of "Jr. Software Engineer".

Congratulations, you have been selected for the position of Jr. Software Engineer. We thank you for dedicating your valuable time to the selection process and personal interview rounds. You have performed remarkably. We are honored to give you the offer letter.

As a member of our team, we expect you to deliver outstanding quality work. In return, we are committed to providing you every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. We look forward to the opportunity to work with you in an atmosphere that is successful mutually challenging and rewarding.

We hope to have a long successful professional relationship with you and wish you all the very best.

Best Regards,



Sagar Mahajan
Director,
Angular Minds Private Limited

Angular Minds Pvt Ltd

5th Floor, Sai Shilp Business Centre, Baner Rd, Baner, Pune, Maharashtra 411045
www.angularminds.com

Offer Details:

- A) Reporting: Miss Dhvani Shah
- B) Offered CTC: Rs. 2.8 Lacs per annum
- C) Work Hours: 09:30 AM to 06:30 PM
- D) Working Days: Monday to Friday (5 Working days)
- E) Probation Period: 6 Months

Please note:

1. Salary / Compensation details are confidential and should not be disclosed to another company employee
2. All payable amounts are subject to change as per applicable income tax deductions
3. Upon your acceptance of this employment offer, the Company will provide you with the necessary paperwork and instructions
4. This offer is valid for forty-eight (48) hours from the date and time of the offer sent, in cases where there is no acknowledgment, the offer will be considered invalid



Sahir Projects

crafting Intelligent Solutions

Date: - 20/01/2022

To,
Shubham Kakade
H.No-1008, Om Baaglow,
16/2 plot no 47, Dattadigambar Society,
Sakhsagar nagar Katraj, Pune (411046)
Mobile : 9689932789

OFFER LETTER - QA Consultant

Dear Shubham,

We are pleased to inform you that you have been appointed as trainee QA Consultant - Software Tester in our organization Sahir Projects with effect from 20/01/2022.

Your probation period will be for six (6) months starting from the date of joining. (After first 3 Months, your evaluation will be done by us and if it found satisfactory we will extend your probation period for next 3 months).

Your consulting fee during the probation period will be Rs. 10,000/- (Rupees Ten Thousand Only) per month. Tax will be deducted at source as applicable. (As per Government rule 10%).

Two Years bond will commence, after successful completion of Six (6) months' probation period or from the date of confirmation. Company will not provide any documents if you leave prior to the completion of two (2) years Bond or during probation period.

Please sign the duplicate copy of the letter for having understood and accepted the terms of condition of services.

For Sahir Projects,

Milind Patil
(General Manager)

Received
Shubham Kakade
20/01/2022

Page 1



44

Offer: Computer Consultancy
Ref: TCSL/DT20218687927/Pune
Date: 29/01/2022

Mr. Soham Shankar More
106 , Bellisimo Apartments Yewlewadi Road.,
Near Monginis Factory ,Behind Angaraj Hotel.,
Pune-411048,
Maharashtra.
Tel# -

Dear Soham Shankar More,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218687927

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Narimán Point, Mumbai, Maharashtra 400021
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Narimán Point, Mumbai 400021



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT-1, IT-2, Airoli MIDC, Thane - Betapur Road,
Navi Mumbai-400708, Maharashtra, India.
Tel: +91 22 7144 4263 | Fax: +91 22 7141 2121
www.capgemini.com/in/en

Superset ID: 2338545

Letter of Intent ("LOI")

Dear Rasika patil,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate and A3 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Upon joining Caggemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2338545**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2338545**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2338545**

Thanking you,

Yours Sincerely,

For & On Behalf of Caggemini

Puneet Kumra

Head - Fresher Hiring

ANNEXURE 1

Rasika patil

Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring



March 22, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Sayee Jadhav,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company').

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" (PRP) that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WLP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



49

Offer: Computer Consultancy
Ref: TCSL/DT20218688566/Pune
Date: 29/01/2022

Mr. Shashwat Shivpratap Chandel
31/433Netaji Nagar,
Wanowire,
Pune-411040,
Maharashtra.
Tel# 91-9860111155

Dear Shashwat Shivpratap Chandel,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218688566

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Towers, Ground Floor S.No. 103/A/1/129, CTS-1945, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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



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Mob: +91 9545477201

Largest Market Research Store

Off No. 225A-Konark Indrayu Business Hub, Kondhwa Khurd, Pune - 411048

www.reportsintellect.com

To,

Akib Shaikh,
Kausar Bagh,
Kondhwa, Pune - 411048.

Subject: Letter of Appointment

Dear Akib,

This is with reference to your application and the subsequent interview and our discussions you had with us. We are pleased to welcome you an offer to join our company as a **Sales Analyst**

Your gross annual salary package (CTC) is **Rs. 1, 08, 000**

COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	8,000	126,000
House Rent Allowance (HRA)	0	0
City Compensatory Allowance	0	0
Other Allowances	0	0
Medical Allow/Reimbursement	0	0
Conveyance Allowance	1,000	12,000
Total Gross Salary	9,000	1,08,000
Variable- Performance Bonus		0
Other Annual Benefits		
Contribution		500
Total Cost To the Company		1,08,500

Appointment Letter

To,

Date: 28th October 2021

Mr Atharva Nikam

Subject: Appointment as Web Developer.

Dear Mr. Atharva Nikam,

We are happy to appoint you as a Web Developer in our organization. Your joining date will be 01st November, 2021. You will be reporting to Taher Mandiwala. At the time of joining, you are required to submit to the HR Department- the photo copies of your documents. Please confirm the acceptance of the offer along with the date of joining in writing. On accepting the offer and not following it up with successful joining, the company shall never make another offer for any position in the future. This Letter cannot be used to solicit other offers and will be null and void if so used.

We wish you a long and fruitful career in Hats Off.

Thank you

Yours sincerely,

A circular stamp with the text "HATS OFF DIGITAL MEDIA PVT. LTD." around the perimeter and "PUNE" in the center. A handwritten signature is written across the stamp.

For Hats Off Rich Media
Taher Mandiwala
(Technical head/Co-Founder)

77

Pravin Solanki



SHREE ENTERPRISES

Dealers in Coated Sheets, GC Sheets, Polycarbonate Sheets
& All type of Building Materials

530/4, Bhawani Peth, Opp. Ramoshi Gate Police Chowky,
Timber Market Road, Pune - 411042.

Ph. : 9422003596 Email : prasol123@gmail.com

Private & Confidential**Date : 23/09/2022****PANKAJ HARILAL PATIL****ARC GAURAV SOC, KHADIMACHINE CHOWK,****UNDRI PISOLI ROAD, PUNE 411060, MAHARASHTRA -411060****APPOINTMENT LETTER**Dear **PANKAJ HARILAL PATIL,**

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Comp Grade **12**. This would be your Social Job Title and your Job profile, would be **Advisor I, Chat Support**. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be **Pune**.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from **26/09/2022** or at an earlier date as mutually agreed, subject to completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before **25/09/2022** failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **amitkumar.vasedar@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68157746

CIN: U72900DL1999PTC102972

info@concentrix.com / www.concentrix.com

Date- 14/11/2022

Sub: Recruitment Trainee Letter

Dear Sejal Jambulkar

We would like confirm that your application for the position of **Recruitment Trainee** has been accepted. Here are terms of while working with the Company:

1. You will be designated as "**Recruitment Trainee**" and will be entitled for a stipend of Rs **15000/-** p.m.
2. You will not be entitled or any other benefits from the company during this tenure.
3. From time to time, your performance will be evaluated and based on this your incentives will be decided.
4. During your tenure, you are expected to abide Code of Conduct prescribed by the company for all the employees.
5. This Tenure can be terminated by either party by serving **30 days** of written **notice** to the other party.

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

Welcome to **H&B HR solutions Pvt Ltd** and wish you a very successful career with us.

H&B HR Solutions Pvt Ltd



Authorized Signatory

I have fully read and understood the terms of the Employment Letter. I accept the same on the above terms and conditions, and as appointed. I agree to abide by the rules and regulation of the company and will be joining on **14th Nov 2022**

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

Signature: _____

Name : _____

Date: _____



Date : 07/10/2022



Appointment Letter

To,
Priya Nigade

Dear Priya Nigade ,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Real Estate Telesales Executive** in our organization on the following terms and conditions.

Date of Joining: **20th Sep 2022**

Salary: Salary will be calculated on a daily basis as per total days worked in a month. Your Daily Employment Cost to the company would be **Rs. 577/-**

Monthly Salary : 15000/-

Place/Transfer: Your present place of work will be **Solitaire Maha Trade Market, Bibwewadi, Pune**, but during the course of the service, you shall be liable to be posted / transferred anywhere per day telecalling basis any of the Company's Launched Projects or any other establishment in Pune at different locations, as and when required by the Management.

The Subjected Job is purely on a temporary basis. Your services can be terminated with seven days' notice on either side and without any reasons whatsoever.

Absence for a continuous period of 4 days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise.

1. You will not (except in the normal course of the Company's business) publish any

Address: Life Republic, Marunji, Hinjawadi, Pune (M.H)



TELPRO

Professional Marketing
& Telecalling Support

Date : 07/10/2022

Appointment Letter

To,
Sakshi Paymode

Dear Sakshi Paymode ,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Real Estate Telesales Executive** in our organization on the following terms and conditions.

Date of Joining: **20th Sep 2022**

Salary: Salary will be calculated on a daily basis as per total days worked in a month. Your Daily Employment Cost to the company would be **Rs. 577/-**

Monthly Salary : 15000/-

Place/Transfer: Your present place of work will be **Solitaire Maha Trade Market, Bibwewadi** Pune, but during the course of the service, you shall be liable to be posted / transferred anywhere per day telecalling basis any of the Company's Launched Projects or any other establishment in Pune at different locations, as and when required by the Management.

The Subjected Job is purely on a temporary basis. Your services can be terminated with seven days' notice on either side and without any reasons whatsoever.

Absence for a continuous period of 4 days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise...

- 1. You will not (except in the normal course of the Company's business) publish any



DR - BPS/RH12947524/330933/Pune/December/V0

OFFER OF EMPLOYMENT
**PRIVATE &
CONFIDENTIAL**

December 12, 2022

Mohammad Nooman Khan,
Manish Park, phase 3, Kausar Baugh, Kondhwa ,
Pune

Dear Mohammad Nooman Khan,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Customer Support Officer, in **Band 5, Level 1** with our organization. The gross compensation will be INR 2,88,000/- (Two Lakhs Eighty Eight Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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

ANNEXURE - 1
SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	9,600	1,15,200
House Rent Allowance	5,577	66,920
Leave Travel Allowance	NA	NA
Special Allowance	2,400	28,800
Ex-Gratia/ Bonus ¹	3,200	38,400
TOTAL FIXED CASH	20,777	2,49,320
Performance Incentive	1,200	14,400
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	21,977	2,63,720
Employer Provident Fund	1,440	17,280
Mediclaime Insurance Premium	583	7,000
TARGET COST TO COMPANY	24,000	2,88,000

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
-------------------------------	---

Note:

- As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact us:

T: +91 080 6750 1000

F: +91 080 6695 9985

 E: investor.relations@mphasis.com
www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: U72200KA2000PTC038931



Jemil Rathod

7405171031

079 40033891

www.conceptioni.com

info@conceptioni.com

conceptioni.technology@gmail.com

OFFER LETTER

December 1st, 2022

Rushikesh Jadhva

Dear Mr. Rushikesh Jadhva,

Congratulations! We are pleased to confirm that you have been selected to work for Conception I Technology as an Java Developer with a salary of Rs 43000/- per month. This position reports to Mrs. Komal Rathod. Your working hours will be 9:00 AM to 5:00 PM, Monday to Friday. We trust that your knowledge, skill and experience will be among our most valuable assets.

We would like you to start work on December 1st, 2022 at 9:30 AM. Please report to Mrs. Komal Rathod for documentation and if your start date is not acceptable, please contact me immediately.

This offer is subject to a satisfactory reference check of your credentials being conducted by the company covering your educational qualifications, including certificates, previous experience and other documents authentications.

You have to submit following documents, while reporting for duty:

1. Candidate 1 passport size photo.
2. Copies of Addhar card
3. Security 2 cheque, each of 43,000 INR and must be from candidate bank account.

To accept this job offer:- sign and date this job offer letter where indicated below:

Conception I Technology

OFFICE NO. 426,

Shivalik Shilp, Iskon Cross road,

Sg Highway,

MEDABAD - 380058, Gujarat, INDIA.

I would like you to take this opportunity to welcome you to our company and hope you find your association with the company both exciting and rewarding.

Jemil J. Rathod

Founder & CEO

Conception I Technology,

I accept this offer and signature terms and condition of Conception I Technology

Name and signature

SIEMENS

msc (us) #9
240

Bhushan Avinash Pande

**'7A-Manidweep' samarthwadi , yavatmal ,
Maharashtra - 445001**

Siemens Technology and Services Pvt. Ltd

Date 14 January 2022
Name Sahasna Balaji
Email sahasna.balaji.ext@siemens.com
Dept HR / Talent Acquisition
Our reference 265618 / 5604420

Dear **Bhushan Avinash Pande,**

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Software Test Engineer** starting from **18 April 2022** in **Process Automation and Motion Control Division** in **Bangalore**.

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 10,00,000 /- p.a. (Rupees Ten Lakhs Only)**, with the details provided in **Annexure I**.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

- 1. Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee-master of the Company, known as your "Seniority Date" and shall be considered as final.
- 2. Office location** – You are initially appointed to work in our **Bangalore** office.
- 3. Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
- 4. Date of birth** – Based on your declaration we have recorded your date of birth as **8 October 1997**
- 5. Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive and the decision of the Company is final and binding

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Technology and Services Pvt. Ltd

Shanbhag Sanjay
Digitally signed by Shanbhag Sanjay
DN: cn=Shanbhag Sanjay, o=Siemens,
ou=India, email=s.shanbhag@siemens.com,
c=IN

Sanjay Shanbhag
Associate Vice President
Process Automation and Motion Control

Krishnaswamy Rajeshwari
Digitally signed by Krishnaswamy Rajeshwari
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,
ou=India, email=k.rajeshwari@siemens.com,
c=IN

Rajeshwari K
Chief Manager- Human Resources

Siemens Technology and Services Private Limited
Management, Parkaj Vyas

Gull Hill Exoticlor Park, South Tower, Tel: +91 90 67113300
First Main Road, Electronic City Phase Web: www.siemens.co
II,
Korappa Agrahara,
Bangalore, Karnataka 560100

Registered Office: Plot No. 2, Sector No. 2, Kharghar Naka, Navi Mumbai - 410210; Telephone: +91 22 30672000; Fax: +91 22 27740138
Corporate Identity Number: U33009MH1999PTC093854
Other Offices: Bangalore, Chennai, Gurgaon, Mumbai, Noida, Pune



185 2022
18501 (12)

Our Ref.: SCT: 21-22:AL61

Date: February 01, 2022

Anish Abhyankar
Vrindavan Park Building B-1,
Flat no-16, Near Mahatma soc.,
Kothrud,
Pune 410 038

Sub: Appointment Letter

Dear Anish,

We welcome you at Spring CT in the position of **Software Engineer** Spring CT, like the season of Spring, is a place for growth, renewal, and beginning of a new life. In the context of our business this applies to the development of new technologies and products, as well as to the growth of the employees and the organization. We are proud to welcome you to an organization that strives for the growth of its entire community, which includes its employees, owners, customers, suppliers, and business partners.

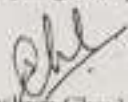
Integrity, trust, and transparency are at the core of Spring CT. Freedom of expression provides everyone an opportunity to present their thoughts and seek others' opinion on any topic concerning the organization. Spring CT inspires and encourages continuous learning across the organization, which becomes the foundation of growth and renewal of all involved. We are sure that you will get many opportunities to experience these core values and to contribute in strengthening these values further.

We are excited about you joining our team and we look forward to your active contribution in growing Spring CT. We are certain that we shall contribute to your personal growth equally well.

Please refer to Annexure 1 for the terms of employment and Annexure 2 for the details on your initial remuneration. This appointment letter overrides all previous discussions related to your employment.

With warm regards,

For Spring Computing Technologies Pvt. Ltd.


Anushree Chaubal
Manager - Operations



Private and Confidential

Annexure 1: Terms and Conditions

Name: Anish Abhyankar
Designation: Software Engineer

We are pleased to welcome you to Spring Computing Technologies Pvt. Ltd. in the capacity of **Software Engineer (Grade E2)**. Your employment shall be based on the following terms and conditions.

Date of Joining:

1. Your employment commences today, **February 01, 2022**

Duties:

2. You shall perform any such duties as are incidental or implied and consistent with the background, training and qualifications or may be reasonably delegated to you as being in the best interest of the organization.

Remuneration:

3. Your annual CTC will be **Rs.4,50,000/- (Rupees Four Lakh Fifty Thousand Only)**.
4. CTC includes Variable Compensation of **Rs.22,500/- (Rupees Twenty-Two Thousand Five Hundred Only)** linked with your contributions as well as Company's performance for the Financial Year. This amount will be payable after completion of Financial Year from effective date mentioned below. Details of remuneration are provided in Annexure 2.
5. CTC includes Mediclaim for self, spouse and 2 dependent children up to INR 3,00,000/- per annum.
6. Your remuneration is a confidential matter, and you are expected to discuss the same only with your manager(s) and concerned members of the HR team. You are advised not to compare salaries amongst colleagues, as any grievance raised based on that may not be entertained.

Leaves:

7. You shall be entitled for leaves as per the company's leave policy.

Conditions of Services:

8. You shall devote your whole time and attention to your duties, promoting the interests of our organization. You shall not carry on any business or enter any part of your time in any capacity, in the services of any other Firm/Company/Person.
9. You shall not, without written approval of the management either disclose or publish, or authorize anyone to disclose or publish, either during the tenure of employment/subsequent thereto, any confidential or secret information including the confidential information acquired in the course of your employment with the company.
10. You will have to sign a confidentiality agreement, which is provided separately.
11. You shall not take with you without written approval of the management any software, documents or records of confidential nature outside the office premises.

191 213
Vishwakarma Global Education Services Private Limited

01/02/2022

To:
Sam Bhise

Re: Letter of Internship-Software Developer Intern

Dear Sam Bhise,

We welcome you to join Vishwakarma Global Education Services Pvt Ltd

Start Date: 01/02/2022

End Date: 31/07/2022

We are happy to inform you that you have qualified for the post of "Software Developer Intern" on a stipend of Rs. 15,000/- per month.

Your normal hours of work are 9:30 am to 6:30 pm Monday to Friday, deadlines may require working additional hours or weekends.

During the course of internship you are not allowed to disclose the Confidential information of Company's customers, vendors or any third party to anyone.

Best regards,

For Vishwakarma Global Education Services Private Limited

BHARAT RAJKUMAR AGARWAL
Date: 20/02/21
15/02/2021

AUTHORISED SIGNATORY

Place: Pune

Vishwakarma Global Education Services Private Limited
Register office: 283, Budhwar Peth, Near - City Post office, Pune 411 002 Maharashtra, India
Tel No: 91 - 20 - 2452 - 5555
CIN: U74140PN1982PTC028763

795

28-May-2020

Dear Vivek Vijaykumarhetlavade,
B. Sc, Computer Science
Vishwakarma College of Arts, Commerce and Science



Candidate ID - 14206378

In continuation to our discussion, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.252,000/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 Rs.284,100/- This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPN while joining the organization. Please refer Annexure B for more details.

Please note

- 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 errors in your Graduation/Post-Graduation
- 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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Behavada
Global Head-Talent Acquisition

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

Signature :

Date:



22-Jan-2022

Dear Rutuja Kishor Dhumal,
B.Sc. Computer Science
SBB Alias Appasaheb Jedhe Arts Commerce and Science College, Pune

Candidate ID - 17853643

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 focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the first 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.

January 28, 2021

HRD/2T/1000961574/20-21

Ms. Anjali Gopal Habib
636/4 Pushpam Colony,
Pokale Vasti,
Pune-411037
India

Ph: +91-8956446229

Dear Anjali,

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 valid


Digitally signed by Richard Lobo
Date: 2021.01.28 12:25:17 IST
Reason: I am the signatory
Location: Bangalore

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

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 - 1.

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 - 1 of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

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.

204

1-A, Krishna Kevaj Nagar,
Kondhwa Khurd,
Pune - 411048.
Tel: 91-20-26831813 / 26831682 / 26836864
Email ID: info@ranadeyconsultants.com
CIN - U74140N2002PTC017365



RANADEY
PROFESSIONAL
SERVICES

04th Jan 2022

RPSPL/156/2021-22

Mr. Suraj T. Pandey
Pune

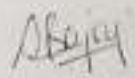
Dear Mr. Suraj,

I am pleased to offer you a position in our organization on the following terms and conditions:

01. You will be designated as a Junior Actuarial Analyst.
02. You will be on probation for a period of six months from the date of joining, you will draw a gross salary of Rs. 22,000/- per month.
03. After successful completion of your probation periods the company can consider you for confirmation.
04. Your date of joining will be 13.12.2021.

If you agree with the same kindly give us the confirmation.

For Ranadey Professional services Pvt Ltd


Authorised Signatory





Offer: Computer Consultancy
Ref: TCSL/DT20217821710/Hyderabad
Date: 21/11/2021

Mr. Chaitanya Hemant Pawar
Lake Vista Ambegaon Dattanagar Road,
Ambegaon,
Pune-411046,
Maharashtra.
Tel# 91-7020119493

Dear Chaitanya Hemant Pawar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20217821710

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

249
LTI
Lars & Toubro

Date: February 22, 2021

Ref: LTI/HR/Campus/NE1/2020

Name: Abhishek Pujan

College: Vishwakarma College of Arts, Commerce & Science

DEFER OF EMPLOYMENT

Dear Abhishek Pujan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



258

Offer: Computer Consultancy
Ref: TCSL/DT20196171338/Pune
Date: 03/01/2020

Mr. Ganesh Vilas Raut
Fl No 16 Hn 680 Sr No. 23 Sachha Sauda Apt Gurudatt Society Pune Satara Road,
Balajinagar,
Pune-411043,
Maharashtra
Tel# 91-9146365251

Dear Ganesh Vilas Raut,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be ₹1,93,158/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

TCS Confidential
TCSL/DT20196171338

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Head Office: Ground Floor, 5th, 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune 411 006 India

Tel: 91 20 6608 7177 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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

279

Fidelis
Services Redefined



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357 "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bangalore 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Date: 10th March 2022

Mr. Revant Vijay Rawade
S/O, Vijay Rawade, 128/7 A, Shiv Darshan, near mutangan School,
Parvati, Pune City, Pune, Maharashtra, 411009

Dear Revant Vijay Rawade,

Subject: Appointment as Desktop Support Engineer.

Further to our earlier letter, the Management is pleased to appoint you as Desktop Support Engineer with effect from 10th of March 2022.

Your Monthly compensation will be Rs. 16,479/- on the basis of Cost to Company which includes the following:

- 1) Provident Fund benefits by the Company.
- 2) Employee State Insurance by the Company.

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

- 01 Copies of Educational/Technical Courses
- 02 Copy of PAN Card
- 03 Copy of Passport
- 04 2 Passport sized photographs
- 05 Last pay slip
- 06 Resignation copy and relieving letter
- 07 PF and ESI declaration to be submitted at the time of joining
- 08 Reference details - The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above mentioned documents and subsequent to back ground verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully
For Fidelis Corporate Solutions Pvt. Ltd.,



Udaya B M
Sr. Manager HR

first 223
com

17-09-2021

To,
Sachin Suresh Galkwad
Pune

Appointment Letter

Dear Sachin,

We refer to your application and the subsequent discussions that you have had with us and are pleased to offer you an appointment in our organization i.e. BRAINBEES SOLUTIONS PVT. LTD. as QA Engineer at Pune on the following terms and conditions.

1. Date of Appointment

Your date of appointment will be effective from the date you join the services of the Company, which shall be as soon as possible but not later than 17-09-2021

2. Compensation

In consideration of the full and faithful performance of services required of you by the Company, your compensation will be Rs. 2,93,677 per annum which will be payable on the meeting of business objectives by the self and the Company, subject to deduction of tax at source in accordance with applicable laws the breakup of your compensation is given in Annexure A to this letter. The breakdown of the compensation may need to be revised from time to time in keeping with regulatory developments or otherwise, and, the Company will not be liable for any additional tax liability you may face due to such revisions.

3. Review of Compensation

The Company may review your compensation at periodic intervals as deemed appropriate. Changes to your compensation will be discretionary and will depend on relevant factors including the quality and extent of the services provided by you.

4. Transfer

Your services are subject to transfer by the Company in such capacity as the Company may from time to time determine, anywhere in India, to any one of the Company's departments, functions, branches, subsidiaries or associates according to the needs that may arise in the future. Such transfers will not have any effect on your compensation. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place where you have been transferred.

28-May-2022

Dear Ram Chougale,
B. Sc./Bsc., Computer Science
Karnatak Media College

Candidate ID - 14132184

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee at Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.252,000/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and gratuity. The break-up is presented in Annexure A.

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 Rs.284,111/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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 orders in your Graduation/Post-Graduation.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Beharwal
Global Head - Talent Acquisition

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

Signature:

Date:

28-May-2020

Dr. Shivraj Dadasahaidram,
B. Sc. Computer Science
Vishwakarma college of arts science and sports



Candidate ID - 14206383

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs. 252,000/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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 Rs. 284,111/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the TPNK while joining the organization. Please refer Annexure B for more details.

Please note

- 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 orders in your Graduation/Post-Graduation.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.;

Suresh Bhatnagar
Global Head-Talent Acquisition

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

Signature:

Date:

210
250

LTI

Lars & Toubro

Date: July 22, 2017

Ref: LTI/HR/Campus/2018

Name: Tanvi Ghatnekar

College: MAEER Pune's MIT Arts, Commerce & Science College, Pune

OFFER OF EMPLOYMENT

Dear Tanvi Ghatnekar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

APTARA

259

Ref:ATPL/HR/PA
Date: 27th January 2022
Aniket Kangare
Pune

Subject: Professional Consultancy Agreement.

Dear Aniket,

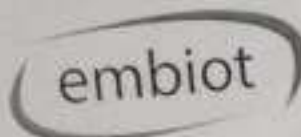
In pursuance to our discussions, and as agreed we are pleased to offer you a work assignment as a Professional Consultant in Aptara Technologies Pvt. Ltd. on the following terms and conditions.

Terms of Contract:

1. As a specialist you shall advise and provide your specialized services as "HTML PROGRAMMER" and the assignments whatever may be given to you from time to time.
2. Your professional agreement will commence on "28th January 2022" which shall automatically come to an end on "30th April 2022".
 - A) You shall be paid consolidated monthly Professional Fees of Rs. _____ per month during "28th January 2022" to "31st January 2022".
 - B) You shall be paid consolidated revised monthly Professional Fees of Rs. _____ /- per month effective from 01st February 2022.
3. Place of Work: Pune
4. Nature of Work: HTML PROGRAMMER
5. TDS will be applicable on your invoice amount as per the income tax rule. Any other applicable TAXES will be considered on your invoice as per government notifications (GST as applicable will be considered on the monthly invoice and it is Consultant's liability to inform & submit the requisite details for the same).
6. You shall act in the interests of the Company and if found otherwise shall be treated as material breach of this agreement and shall be thus be liable to be terminated without giving any advance notice.
7. You have specifically agreed as under:
You will not undertake any work that in any way competes with the assignment/business of the Company.

Aptara Technologies Private Limited

New Delhi: B-2/88, Safdarjung Enclave, New Delhi - 110029 | India | Phone: 011-26712908
Node Plot No. 37, Block A, Sector - 60, Sauram Budh Nagar, Noida, Uttar Pradesh Pincode - 201301 | Ph: 120-7192525
Registered Office: F No. A/15, Earnest Residency, 3 No. 8/13+14+15, Wanawadi, Pune, MH-411040 | India
Phone: 020 - 65005633 | Email: aptarapune@aptaracorp.com | CIN No: U74999PN2010FTC150688
APTARACORP.COM



Embedded and IoT Platform

EMBIOT TECHNOLOGIES PVT LTD

281/5, 20th main, Maranahalli main road

Karnataka, Bengaluru - 560040

Phone: +91 7019600281

Email id: contact@embiottechnologies.com

Website: www.embiottechnologies.com

DATE: November/15/2020

OFFER LETTER

Mr. Shrikant Dattatraya Shinde

USN: 2161901955

Vishwakarma College of Arts, Commerce and Science, Pune

Dear Mr. **Shrikant Dattatraya Shinde**,

Embiot Technologies Pvt Ltd is pleased to offer you the position of Web developer. Your skills and knowledge can be well utilized in our 6 month internship offering program.

As we discussed, your starting date will be Dec 21st of 2020.

As your associating with Embiot team as a web developer, your roles and responsibility will be guided and monitored by HR person.

If you choose to accept this job offer, please sign copy of this letter and return it to me at your earliest convenience.

We look forward to welcoming you to the Embiot team.

Please let me know if you have any questions or I can provide any additional information.

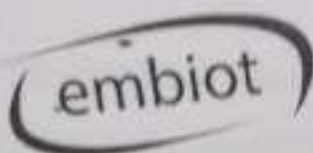
Sincerely,

Panduranga NM

Director, Human Resources

Embiot Technologies Pvt Ltd





Embedded and IoT Platform

EMBIOT TECHNOLOGIES PVT LTD
281/5, 20th main, Marehalli main road
Karnataka, Bengaluru - 560040
Phone: +91 7019600281
Email id: contact@embiotech.com
Website: www.embiotech.com

DATE: November/15/2020

OFFER LETTER

Mr. Shrikant Dattatraya Shinde

USN: 2161901955

Vishwakarma College of Arts, Commerce and Science, Pune

Dear Mr. Shrikant Dattatraya Shinde,

Embiot Technologies Pvt Ltd is pleased to offer you the position of Web developer. Your skills and knowledge can be well utilized in our 6 month internship offering program.

As we discussed, your starting date will be Dec 21st of 2020.

As your associating with Embiot team as a web developer, your roles and responsibility will be guided and monitored by HR person.

If you choose to accept this job offer, please sign copy of this letter and return it to me at your earliest convenience.

We look forward to welcoming you to the Embiot team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Panduranga NM



Director, Human Resources

Embiot Technologies Pvt Ltd

1st December 2020

Shubham Shashikant Dave

Vishwakarma Institute of Information Technology, Pune.

PUNE, MAHARASHTRA

Dear Shubham,

In reference to your application, we would like to congratulate you on being selected for an internship with VIRTUE INFOTEK based at PUNE. Your internship is scheduled to start effective 01/12/2020 for a period of 6 months. All of us at VIRTUE INFOTEK are excited that you will be joining our team!

Your main tasks and responsibilities will be as described below:

Role of Intern : Software Developer

Technologies expected to explore : Java, Javascript, PHP

Working Hours: 10.30am to 6.30pm

Note: It is necessary to work from the office only. Sunday is the only holiday. Only two extra leaves are allowed.

You should report for internship at the following address:

For Virtue Infotek

MD & CEO

VIRTUE INFOTEK

Balaji Nagar Pune-43

www.virtueinfotek.com

Manager Administration



Virtue Infotek

1st Floor, Parvati Apartment, Pune Satara Road,

Balaji Nagar, dhankawadi, pune 43

Again, congratulations and we look forward to working with you.



REF: INT-SSP1802-2020

Date: 01/12 /2020

Dear VEDANT RAJENDRA PARDESHI,

This letter is with reference to your Internship application for the post of "Java Development Intern". We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of **Six months**. After further review of your performance, you will be given a probation period.

College Name: Vishwakarma College of Arts, Commerce and Science, Pune.

University Name- Savitribai Phule Pune University, Pune.



[Handwritten Signature]
AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE



Ref: AI / REQ4743/ 2022

April 5, 2022

Ms Apeksha Rajesh Kanojiya

Sr. No. 56/14, Azad Nagar, Ganesh Temple, Wanowarie

Pune- 411022

Sub: Your Offer of Employment as MS Associate Service Desk Analyst

Dear Apeksha,

With reference to your application and subsequent interviews you had with us, we are very pleased to confirm our offer of employment to join Allscripts (India) LLP ("Allscripts"). We value your abilities and believe that you will find our work environment to be challenging as well as fulfilling.

Your title will be **MS Associate Service Desk Analyst** which would be used for communication within and outside Allscripts and feature in our records, applications, databases and visiting/business cards.

Your date of joining will be **May 10, 2022**, following your acceptance of this letter and you are required to report to work at **9:00 AM** on your start date.

Your initial **Total Fixed Compensation** would be **INR 420,000 (Rupees Four Lakh Twenty Thousand Only) per annum**, which will be paid pursuant to Allscripts payroll policies and will be subject to applicable deductions. A detailed break-up is provided in the **Compensation Break-up Sheet**, at the end of this letter. Your compensation structure could change from time to time. This is to notify you that the salary information is **strictly confidential** and hence you will not disclose the same to any other employee of Allscripts or to the employees of any of the group companies in Allscripts except to the extent required by the **HR Department** of Allscripts.

In addition to the above, you will be eligible for the Company's **retention and benefits program**, in force, as per the specified policy guidelines. The highlights of these programs are provided in the **Compensation Break-up Sheet**.

You are required to comply with all the policies of the company issued from time to time. On the question of interpretation of any of the terms and conditions, the decision of the Company Management shall be final and binding on you. Your initial place of posting is **Pune**. However, your services are liable to be transferred, at the discretion of the company, from one location to another in India or outside India. In case, you are deputed onsite by the company for any training, you will have to execute an agreement as per the rules and regulations of the company.

Strictly Confidential
Rev: 4.2 Effective Date: Jul 07, 2011

Candidate Initials Here _____

Page 1/10

Allscripts (India) LLP
LLPIN: AAJ-8015

(Formerly known as Allscripts (India) Private Limited)

2nd Floor, Wing 2, Cluster D, DCM Free Zone, Kharvel, Pune 411 014, India • Phone (+91-20) 7107 8000 • Fax (+91-20) 7107 8001

4th Floor, 8 Wing, Marathi IndusTech Centre, Intermediate Ring Road, Dattaraj, Bengaluru 560 071, India • Phone (+91-80) 7121 7000 • Fax (+91-80) 7121 7001

Registered Office: 10th & 11th Floor, Allscripts Heights, Dr. Vikram Sarabhai Road, Vadodra 390 023, India • Phone (+91-265) 7181 100 • Fax (+91-265) 232 1347



A11, 3rd Floor, Classic Arcade, Sai Gram,
Ambad-Link Road, Nashik 422010
Maharashtra.
www.technowebolutions.in
Mail: technowebolutions.in@gmail.com
Mo. +91 7928962777

Offer Letter

Date: 03rd December 2020

Dear Dhanraj,

Thank you for exploring career opportunities with **TechnoWeb Solutions**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of internship.

This offer is based on your profile, relevant work experience and performance in the selection process. You are offered an internship in PHP Development, your internship will be for a period of 6 Months starting from 8th December, 2020. Kindly confirm your acceptance of this offer by proposing your date of joining. If not accepted within 5 days of receipt, this offer is liable to lapse at the discretion of **TechnoWeb Solutions**.

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

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Nitin Kothule", is written over a horizontal line.

Nitin Kothule
(HR Manager)



Dhanraj Rajendra Jain

Office Address: 1st Floor, Office No -2, Building C-2, Manikmoti Complex, Near Jivandhara Hospital, Pune- Satara Road, Katraj Chowk, Pune- 411046.

Mobile No: +91-9325187037 E-mail: codeinfinitypune@gmail.com

Website: www.codeinfinitypune.com

REF: Int-CI2088-2020

OFFER LETTER

Dear Manali Jain,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Java-L1 Level with Codeinfinity, Pune.

We take this opportunity to welcome you to Codeinfinity Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of Joining:

09th January 2021

Level:

Java -L1 Level

Project Name:

Online Fashion Jewellery Application

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

As abide by intellectual property and confidentiality policy of Codeinfinity Pune.

We wish her every success in life.



M. P. Dhanoo

AUTHORIZED PERSON SIGN
CODEINFINITY



CODEINFINITY

Office Address: 1st Floor, Office No -2, Building C-2, Manikmoti Complex, Near Jivandhara Hospital, Pune- Satara Road, Katraj Chowk, Pune- 411046.

Mobile No: +91-9325187037 E-mail: codeinfinitypune@gmail.com

Website: www.codeinfinitypune.com

REF: Int-CI2088-2020

OFFER LETTER

Dear Rutuja Mohol,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Java-L1 Level with Codeinfinity, Pune.

We take this opportunity to welcome you to Codeinfinity Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of Joining:

09th January 2021

Level:

Java-L1 Level

Project Name:

Online Fashion Jewellery Application

Location/Transfer:

- You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

As abide by intellectual property and confidentiality policy of Codeinfinity Pune.

We wish her every success in life.



M. M. Bhatnagar

AUTHORIZED PERSON SIGN
CODEINFINITY

Date: 5 December 2020

To,
Pratik Shivaji Satarkar
Ahmednagar MH
414 604

Subject: Letter of Intent, formal offer of joining

We are glad to offer you a post with Kaldin Solutions
Your Role will be of "Trainee Software Developer" and you will be directly reporting to the
"Team Leader". Your responsibilities would include software development and analysis.

Details as follows:

Expected Joining Date : 8th December 2020

Remuneration: 12000/month for first three months, 15000/month for the next nine months.
Thereafter 24000/month for the second year.

Commitment: 24 months commitment for experience letter and relieving.

Original documents: need to be submitted within the first month of joining: SSC Certificate, HSC
Certificate, Graduate Certificate and MCS marksheet.

Working Days: 6 Days working for the first six months thereafter 5 days a week. 1 Paid leave
per month after completion of six months.

Office: Head Office, Gate 3, Dwarkadheesh Residency, Pimple Saudagar, Pune.

All rules and regulations will apply to your association with us during this period and thereafter,
which may change from time to time.

We heartily congratulate you and are excited to have you with us.

Best Regards,

For

Kaldin Solutions
Pune

EarnWealth Solutions Pvt. Ltd.

409, 4th Floor, C - Wing, KPCT Mall,
Wanwadi, Pune, Maharashtra 411040 earnwealth.in



EARNWEALTH
Kamate Rahe

Date: 3rd May 2021

Name: Fazal Shaikh

Address: 1/A, Sayyed Nagar, Pune City, Hadapsar - 411028

Dear *Fazal*,

We are pleased to offer you the position of *Asst. Software Engineer, Grade I*, with EarnWealth Solutions Pvt. Ltd.

Initially you will be based out of our **Head Office at Pune**. Your joining date is **3rd May 2021**.

Please note that your official joining would be from the date on which you would submit all the joining documents in original to EarnWealth.

Your **CTC** would be **INR 160140 Per Annum**. You would also be entitled for a variable pay as per EarnWealth policies announced from time to time.

Please note that this offer is subject to, our receiving satisfactory feedback from the references provided by you as well as your acceptance of the terms & conditions of employment of EarnWealth. This offer may be withdrawn/ modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the EarnWealth's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

Please accept the offer and send us a copy of your resignation acceptance.

We look forward to you joining EarnWealth and hope that you have a long and successful career with us.

Yours sincerely,

Ashwini Sontakke

EarnWealth Solutions Pvt. Ltd.

409, 4th Floor, C - Wing, KPCT Mall,
Wanwadi, Pune, Maharashtra 411040 earnwealth.in



EARNWEALTH
Kamate RaHo

Date: 5th Jan 2019

Name: Nisar Shaikh

Address: 12/A, Sayyed Nagar, Nr Kabrastan Pune City, Hadapsar - 411028

Dear Nisar,

We are pleased to offer you the position of *Asst. Software Engineer, Grade I*, with EarnWealth Solutions Pvt. Ltd.

Initially you will be based out of our **Head Office at Pune**. Your joining date is **5st Jan 2019**.

Please note that your official joining would be from the date on which you would submit all the joining documents in original to EarnWealth.

Your **CTC** would be **INR 300000 Per Annum**. You would also be entitled for a variable pay as per EarnWealth policies announced from time to time.

Please note that this offer is subject to, our receiving satisfactory feedback from the references provided by you as well as your acceptance of the terms & conditions of employment of EarnWealth. This offer may be withdrawn/ modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the EarnWealth's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

Please accept the offer and send us a copy of your resignation acceptance.

We look forward to you joining EarnWealth and hope that you have a long and successful career with us.

Yours sincerely,

Ashwini Sontakke

Date: 10 Dec 2020

To,
Mukund Navnath Pokale
Ahmednagar MH
414 203

Subject: Letter of Intent, formal offer of joining

We are glad to offer you a post with Kaldin Solutions
Your Role will be of "Trainee Software Developer" and you will be directly reporting to the "Team Leader". Your responsibilities would include software development and analysis.

Details as follows:

Remuneration: 12000/month for first three months, 15000/month for the next nine months.
Thereafter 24000/month for the second year.

Commitment: 24 months commitment for experience letter and relieving.

Original documents: need to be submitted within the first month of joining: SSC Certificate, HSC Certificate, Graduate Certificate and MCA marksheet.

Working Days: 6 Days working for the first six months thereafter 5 days a week. 1 Paid leave per month after completion of six months.

Office: Head Office, Gate 3, Dwarkadheesh Residency, Pimple Saudagar, Pune.

All rules and regulations will apply to your association with us during this period and thereafter, which may change from time to time.

We heartily congratulate you and are excited to have you with us.

Best Regards,

For

Kaldin Solutions
Pune



REF: INT-SSP1799-2020

Date: 27/11/2020

Dear PRANAV ASHOK CHAKANE,

This letter is with reference to your Internship application for the post of "Front-end Development Intern" We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of Six months. After further review of your performance, you will be given a probation period.

College Name: Vishwakarma College of Arts, Commerce and Science, Pune.

University Name- Savitribai Phule Pune University, Pune.



[Handwritten Signature]

AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE

MAHAVEER INFOTECH

159A, Near Jama Masjid,
Kharalaa Temple road ,Kharalwadi,
Pimpri, Pune-411018.
9130027788 / 8208417010
www.mahaveerinfotech.com
mail.mahaveerinfotech@gmail.com



INTERNSHIP OFFER LETTER

02 / 12 / 2020

To,

Samrudhi Tejmal Sancheti

Vishwakarma College Of Arts, Commerce And Science

Pune.

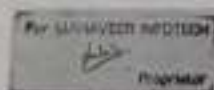
Dear Samrudhi Tejmal Sancheti,

MahaveerInfotech is pleased to offer you and educational internship opportunity as a developer intern.

This post is located in Pune(Maharashtra).You will be receiving academic credit for this post, you will be paid Rs5000.

Your schedule will be approximately 8 hours per day(excluding Sunday another holidays) beginning 3rdDEC 2020 You will get completion letter after finishing your assignments provided within internship.

Please sign to confirm acceptance.



Congratulations and welcome in the team.

Place: Pune

Date: - 02 / 12 / 2020



WEBHUB TECHNOLOGY

Soft Solutions for the Hard Problems

Office Address: 8/17a Road, E.M. Road, Alton Heights Park, Kew Gardens, Pune-411052.

E-mail: info@webhub.in Website: www.webhub.in

REF: INT-webhub779-2020

Date: 28/12/2020

Dear Priyanka Shinde,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Java-Intern** with WebHub Technology Pune. We take this opportunity to welcome you to WebHub Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

College Name: Vishwakarma college of Arts Commerce and Science.

University Name: Santibai Phule Pune University, Pune.



YOURS SINCERELY,

FOR WEBHUB TECHNOLOGY PUNE.

HUMAN RESOURCE MANAGER

www.webhub.co.in



REF: INT-SSP1801-2020

Date: 01/12/2020


Dear PIYUSH ANKUSH JAGTAP,

This letter is with reference to your Internship application for the post of "Java Development Intern". We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of **Six months**. After further review of your performance, you will be given a probation period.

College Name: Vishwakarma College of Arts, Commerce and Science, Pune.

University Name- Savitribai Phule Pune University, Pune.




AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE

May 30, 2021

To Whomsoever It May Concern

This is to certify that **Mr. Ajinkya Rajendra Ghag**, a student of Vishwakarma College of Arts, Commerce and Science (VCACS), Pune was assigned a Project titled **"Simple Key Reality – Real Estate Business"** from 27 December 2020 to 26 May 2021 and has successfully completed his Project with us.

He was involved in Software Development and Analysis as Team Member. During the period of project work with us, we found him sincere, obedient and hard working.

We wish him all the best in his future endeavors.

For Cravita Technologies India Private Limited



Authorized Signatory



REF: INT-SSP1800-2020

Date: 15/11/2020

Dear VAIBHAV VINAYAK BADGUJAR,

This letter is with reference to your Internship application for the post of "Java Development Intern". We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of Six months. After further review of your performance, you will be given a probation period.

College Name: Vishwakarma College of Arts, Commerce and Science, Pune.

University Name- Savitribai Phule Pune University, Pune.



[Handwritten Signature]

AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE

rk, Sector No.29,
ge Road,
roj Chowk, Akurdi,
189495

noxys.com



Date: 05/01/2021

REF: INT-SSP1810-2021


Dear DEVESH PRAMOD TORO,

This letter is with reference to your Internship application for the post of "Java Development Intern". We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of Five months. After further review of your performance, you will be given a probation period.

College Name: Vishwakarma College of Arts, Commerce and Science, Pune.

University Name- Savitribai Phule Pune University, Pune.




AUTHORIZED PERSON SIGN
SSP TECHNOLOGY PUNE

HRD/2T/12216477/18-19

Ms. Ankita Indrasen Jadhav
Candidate ID: 12216477
Flat No-21, Building No-8
Salisbury Park, Gultekdi Pune
Pune - 411037
Maharashtra
India
Ph: (91) 95525 07372

May 23, 2018

Dear Ankita,

Congratulations! We are delighted to make you an offer as **Testing Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **June 25, 2018**.

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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

INFOSYS LIMITED
CIN: LB5110KA1951-PLC012118
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



Oort Technology

Oort Technology

Office:

Bhavani Complex, Near Ashwini
Hospital, Balewadi, Pune-411045

Mobile:- 7709013826/8767187607

Mr. Sourav Kadam

Pune – 411062

Sub- Offer Letter

Dear Sourav,

On presence of OortTechnology, I am pleased to offer you the position of Software Trainee (Internship). In this valuable & visible position you will report to Mr.Sourav Kadam Your start date will be 1 Jan 2021 to 1 June 2021.

Your compensation package includes the following,

6 months training period

After 3 months there will be stipend provided which is depending on your performance.

After internship period, there can be chance of joining them permanently (Depends on your performance).

We are delighted to extend this offer to join the Oort Technology Pune. Everyone who met you during the interview process was very impressed with you. We are looking forward to your response. Please don't hesitate to let me know if you have any questions.

Sincerely,



Mr. Zinjade kanchan
(Oort Technology)

Navya Park, Sector No.29,
Patil College Road,
Dharmaraj Chowk, Akurdi,
Pune-411004
Contact-9689189495
www.ssptechnoys.com



REF: INT-SSP1803-2021

Date: 31/05/2021

TO WHOM IT MAY CONCERN

This is to certify that **SHUBHAM PRADEEP KAKADE** student of **MCS** from **VISHWAKARMA COLLEGE OF ARTS, COMMERCE AND SCIENCE, PUNE**, has successfully completed a project on **"SMART COMPLAINT MANAGEMENT SYSTEM FOR CORPORATION"** as a partial fulfillment of requirement towards of his Internship program.

Duration- 01st Dec 2020 to 31st May 2021.
Technology- JAVA and MySQL

During the period of internship with us he was found punctual, hardworking and inquisitive. As abided by intellectual property and confidentiality policy of SSP Technology Pune. He is unable to produce the source code of above mentioned project.
We wish him every success in life.



AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE

1st December 2020

Shubham Shashikant Dave
Vishwakarma Institute of Information Technology, Pune,
PUNE, MAHARASHTRA

Dear Shubham,

In reference to your application, we would like to congratulate you on being selected for an internship with VIRTUE INFOTEK based at PUNE. Your internship is scheduled to start effective 01/12/2020 for a period of 6 months. All of us at VIRTUE INFOTEK are excited that you will be joining our team!

Your main tasks and responsibilities will be as described below:

Role of intern : Software Developer

Technologies expected to explore : Java, Javascript, PHP

Working Hours: 10.30am to 6.30pm

Note: It is necessary to work from the office only. Sunday is the only holiday. Only two extra leaves are allowed.

You should report for internship at the following address:


For Virtue Infotek

MD & CEO
VIRTUE INFOTEK
Balaji Nagar Pune-43
www.virtueinfotek.com
Manager Administration



Virtue Infotek
1st Floor, Parvati Apartment, Pune Satara Road,
Balaji Nagar, Dhankawadi, Pune 43

Again, congratulations and we look forward to working with you.



Ubisoft Entertainment India Private, Ltd.
Level 5, Building No. B-3,
Kumar Cerebrum, Kalyani Nagar,
Pune, 411014

02-March-20

Aafreen Jamadar
12/A Jai Jawan Society Society Wanowrie Pune 411040
Followed by: Arpita Biswas

Dear Aafreen Jamadar,
Further to our discussions, we are delighted to offer you an appointment with Ubisoft Entertainment India Private Ltd., Pune ("Ubisoft" or the "company") for the post "Junior Game Tester (L0)", as per the terms of reference given below.

Terms and Conditions

1. You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company Policy") of Ubisoft as applicable, enforced, amended or altered from time to time during the course of your employment.
2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Pune. You will be reporting to such person in Ubisoft as may be indicated to you from time to time. However, your services are transferable and can be seconded or deputed by the Company to any of the Ubisoft operations or operations of Ubisoft's associate Companies in India or abroad. Ubisoft further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Ubisoft or as part of any restructuring or amalgamation or such other plan implemented by Ubisoft or by which Ubisoft is bound, on such terms and conditions as applicable to such plan.
3. Subject to your accepting this appointment letter and reporting to duty on, **02-March-20**, your appointment is effective from the date of joining. **You shall be on a contract period for 1 year from the date of joining.** You shall be on a probationary period of **six months**, at the end of the probationary period, your performance will be reviewed and if found satisfactory, the contract period can be further extended, reduced or waived at the discretion of the management. During the probationary period, either party may terminate this appointment by giving **15 days'** notice or payment of salary in lieu thereof.

After successful completion of six months contract, either party may terminate this appointment by 1 month in writing or payment of salary in lieu thereof.

At the end of the contract term, the duration may be extended, on such terms and conditions as may be mutually agreed by the parties.

Ubisoft may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capable of remedy, has not been remedied by you for at least seven days after receipt of notice from Ubisoft. In the event of your continuous absence for a period of ten consecutive working days or more or overstaying the sanctioned leave without sufficient grounds, proper or satisfactory explanation and without formal request or permission from the Ubisoft management for the same, you shall be deemed to have abandoned and

3yrs
2020
3yrs
2019
3yrs
2018
3yrs
2017

Ubisoft Entertainment India Private, Ltd.
 Level 5, Building No. B-3,
 Kumar Cerebrum, Kalyani Nagar,
 Pune, 411014

02-March-20

Siddhesh Thakur

Sr no 10 Sukhsagar nagar Katraj Pune near Bankar High School

Followed By: Arpita Bhaswas

Dear Siddhesh Thakur,

Further to our discussions, we are delighted to offer you an appointment with Ubisoft Entertainment India Private Ltd., Pune ("Ubisoft" or the "company") for the post "Junior Game Tester (L0)", as per the terms of reference given below.

Terms and Conditions

1. You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company Policy") of Ubisoft as applicable, enforced, amended or altered from time to time during the course of your employment.
2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your rules and responsibilities may vary. You are required to report to our office in Pune. You will be reporting to such person in Ubisoft as may be indicated to you from time to time. However, your services are transferable and can be seconded or deputed by the Company to any of the Ubisoft operations or operations of Ubisoft's associate Companies in India or abroad. Ubisoft further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Ubisoft or as part of any restructuring or amalgamation or such other plan implemented by Ubisoft or by which Ubisoft is bound, on such terms and conditions as applicable to such plan.
3. Subject to your accepting this appointment letter and reporting to duty on, **02-March-20** your appointment is effective from the date of joining. **You shall be on a contract period for 1 year from the date of joining.** You shall be on a probationary period of **six months**, at the end of the probationary period, your performance will be reviewed and if found satisfactory, the contract period can be further extended, reduced or waived at the discretion of the management. During the probationary period, either party may terminate this appointment by giving **15 days'** notice or payment of salary in lieu thereof.

After successful completion of six months contract, either party may terminate this appointment by **1 month** in writing or payment of salary in lieu thereof.

At the end of the contract term, the duration may be extended, on such terms and conditions as may be mutually agreed by the parties.

Ubisoft may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of remedy, has not been remedied by you for at least seven days after receipt of notice from Ubisoft. In the event of your continuous absence for a period of ten consecutive working days or more or overstaying the sanctioned leave without sufficient grounds, proper or satisfactory explanation and without formal request or permission from the Ubisoft management for the same, you shall be deemed to have abandoned and





Private & Confidential

July 02, 2019
Meghna Agrawal

Maharashtra

Re: Letter of Appointment

Dear Meghna Agrawal

Congratulations! We are delighted to offer you employment with Tata Technologies as a Junior Developer with Annual Total Cost to Company of INR 483,898 (Rupees Four Lakh Eighty Three Thousand Eight Hundred Ninety Eight only). Our aim is to provide you with a challenging and fulfilling experience to deliver your full potential and achieve your personal goals.

Please join us on August 05, 2019 @ 0800 Hrs and report to:

Onboarding Team or Rohan E Gavade - +919552563610

Tata Technologies Ltd.
25, Rajiv Gandhi IT Park
Hinjewadi Phase - 1
Pune - 411057

Please go through the following enclosed documents comprehensively.

- | | |
|---------------------------------------|--------------|
| 1. Terms and Conditions of Employment | - Annexure A |
| 2. Compensation Break-up | - Annexure B |
| 3. Documents Checklist | - Annexure C |
| 4. Summary of Benefits | - Annexure D |



Private and Confidential

Spring Ware IT and Consulting (I) Pvt Ltd
25-Aug-20
Miss Aarti Bade
D-204 Setyam Frima,
Manjari Budruk,
Pune

Dear Aarti

Pursuant to your application to SpringWare IT and Consulting Pvt. Limited (the "Company"), the Company takes pleasure in appointing you as Intern Software Engineer with the following terms and conditions.

1. Date of Employment

You will join at the latest by 25-Aug-20. In the event you fail to join on or before the joining Date, your employment with the company shall be deemed to have commenced and the offer shall stand voluntarily terminated without notice and but without any liability to the Company such withdrawal shall not prejudice any rights which the Company may have under the applicable law or equity.

2. Place of employment

Your place of employment will be Jayamala Business Court, Office no. 208, and second floor.

During the course of your employment with the Company, you may be appointed, transferred, deputed or deployed to any other offices, projects, divisions, departments or units of the Company or its affiliates or subsidiaries or group companies existing or to be set up at any other location or any other unaffiliated company as may be required to render services to any client of the company in India or abroad ("External Location").

You may be required to travel to any of the other offices of the Company or its customer locations for business reasons, should the need arise.

Although the Company will endeavor to ensure that any transfer or relocation does not cause unnecessary disruption to your status, the Company does not guarantee the continuation of any facility or perquisite upon transfer. In all such cases of transfer or relocation, the Company's transfer and relocation policies shall apply. Your salary will be country based. If you relocate to another country, your salary will be adjusted in accordance with the then prevailing market matrices as may be utilized by the Company for your role in such new country of employment. In case of your deployment, deputation to any External Location or client site, you may be required to enter into certain other agreements and arrangements with such company or client including non-disclosure agreements, code of conduct or confidentiality agreements as per such company's or client's policies in place from time to time. You shall, at all times while working at the External Location or client's site, adhere to the terms of such agreements and arrangements. You agree that you shall furnish copies of such agreements to the Company and seek its prior approval before execution of such agreements.

At the time of your deployment or deputation at the External Location or client's site, you shall abide by the policies, processes, rules and regulation in place at the External Location or client's site including the building or society rules in which the External Location or client's site is situated or the rules prescribed by the landlord of the employer at the External Location or the client's site, over and above the policies and processes of the Company.

You shall not take up employment with the client you have been deployed with for at least 6 (six) months from your last working day with the Company, without prior written approval from the Company.

At no point shall you divulge or give out any Confidential Information (as defined hereinafter) which may be in your possession by virtue of your deployment, deputation with the client to any unauthorized person. You shall adhere to confidentiality obligations specified herein and keep all Confidential Information in your possession during deputation or deployment with the client.

3. Compensation

For Intern we are providing training and work on live project. During training period and live project we are not providing any fixed salary.

You will not be entitled to any additional remuneration on account of any special assignment, deployment or deputation undertaken by you during your normal course of employment with the Company.



Web Link
Services Pvt. Ltd.

Offer Letter

4 September, 2020

Miss. Ayesha Bagwan,

Pune

Dear Miss. Ayesha Bagwan,

"Congratulations" We are excited to appoint you as Sr. Web Developer.

Your Joining Date would be 21st Sep, 2020 with us. No Extend on this date.

Terms and condition of Employment Agreement:

1. Compensation

The compensation per month shall be Rs. 15000/- p.m. which includes agreed monetary values of perquisites.

As discussed if company will found your work satisfactory with client appreciation than company will increase your salary by 2000 Rs after 3 or 4 Month. Now it's depend on you, how you will work to give 100% Satisfaction to us.

Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations. You are required to provide statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company. Your Salary Will Credit in your account on 5th of Every Month.

2. Probationary period

First 7 Seven days will be observation period of your Job. If these 7 days will satisfactory than you will continue with us else not. For these 7 observation period company will not pay you any amount.

After observation period you will be on probation for 6 months from the date of joining, on the completion of which your services will deemed to be

confirmed. If your probation period is extended under any circumstances, the same will be communicated to you in writing.

3. Leave

You will be entitled to Festivals & National Holidays and leaves as per the leave policy of the company. For the purposes of the leave the year shall run from January to December. All leaves should be applied for in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the contingency of work.

As per Company Policy you will get 1 Paid Leave/Month, above this leave treated as LEAVE WITHOUT PAY.

4. Transfer

During the course of employment in Company, as per exigencies of work you shall be liable to be transferred at the discretion of the management from one work, department, section or job to another, in which case your designation could also be suitably changed. Your services can also be transferred to any other offices in India in the larger interest of the company, at the sole discretion of the management. In such situations your terms of appointment shall remain unchanged.

5. Medical examination

The company shall have the right to require you to be examined by a doctor of the company's choice, at the company expense, and you are required to cooperate fully.

6. Ownership of work

The ownership of any rights to any works by the employee during the terms of employment shall lie with the Company.

7. Notice Period

If you wish to resign you are required to serve at least 60 days notice or payment in lieu off.

Please note if you leave the services of the organization without submitting the resignation & notice period, you shall be treated absenting and loose the lie on the job; in such a case the employer shall not be liable to issue you the experience Certificate and any other due.

Date: 08/01/2021

To:

Kishor Magar
96/A, Jaimalhar Colony, Manjri road, Hadapsar, Pune - 412307
7972487829, kishormagar934@gmail.com

SUBJECT: INTERNSHIP OFFER LETTER


Dear Kishor,

As per our recent discussions we are happy to inform you that your profile has been selected for internship role in our firm. Your joining date will be 11th Jan 2021.

This will be non-paid Academic Internship which will include On Job Training on Software Development Technologies.

Sincerely,

For Creazione Software,



Pravin D. Khandagale

Manager - HR

Ghatgerya Park, Sector No.29,
DY Patil College Road,
Near Dharmaraj Chowk, Akurdi.
Contact-9689189495
www.ssptechnology.com



REF: INT-SSP1808-2021

Date: 31/05/2021

TO WHOM IT MAY CONCERN

This is to certify that PALLAVI SHIVAJI CHIMANCHODE student of MCS from VISHWAKARMA COLLEGE OF ARTS, COMMERCE AND SCIENCE, PUNE, has successfully completed a project on "SMART DIGITIZATION OF HOSPITAL" as a partial fulfillment of requirement towards of her Internship program.

Duration- 01st Dec 2020 to 31st May 2021.
Technology- Java

During the period of internship with us she was found punctual, hardworking and inquisitive. As abided by intellectual property and confidentiality policy of SSP Technology Pune. She is unable to produce the source code of above mentioned project.
We wish her every success in life.



[Handwritten Signature]

AUTHORIZED PERSON SIGN

SSP TECHNOLOGY PUNE



Podium Systems Pvt. Ltd.

1001, West 2nd Avenue, Suite 700, New York, NY 10011

CERTIFICATE

OF COMPLETION

This is to certify that

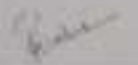
Ajay Agarwal

has successfully completed internship in Software Development
From 1st December, 2020 to 31st May, 2021 for 4 months at our Company

During the period of his internship program with us,
he was found punctual, hardworking and inquisitive.
We wish him every success in life.

01 June 2021

Date


Renuka Shergill
Head - Operations



19-20

Ref: TCSL/DT20195891653/1352894/Pune
Date: 25 July 2020

MR. SAYED AHTAHIAN SALIM
498/16 498/16, Center Street, Camp, Pune, Bhopla Chowk,
Camp, Pune City,
Maharashtra-411001.
Tel# 919604785171

Sub: Joining Letter

Dear Mr. Sayed Ahtahian Salim,

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

We are pleased to inform you that your joining date at TCSL will be **17th August 2020** and your training location is **Pune**. We are pleased to inform you that your work location is **PUNE** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Plot No. 2 & 3, MIDC-SEZ,,
Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,
Pune, Maharashtra-411057.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Swathi Vittal Shetty
Phone: 02267781608
Email Id: swathi.shetty1@tcs.com
Contact Hours: Monday - Friday, 9 AM to 6 PM)

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

December 1, 2020

HRD/2T/1000961720/20-21

Ms. Shrilaxmi Manjunath Kulkarni
Roll No 22, Shah Building Bhagyodaya Nagar Lane-1,
Kondhwa Khurd,
Pune-411048
India

Ph: +91-7263032259

Dear Shrilaxmi,

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

Certificate signed by Richard Lobo
on 2020-11-30 10:27:30 IST
Reason: Digitally signed
Location: Bangalore

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

HRD/1000961831/20-21

December 1, 2020

Mr. Deepak Rajendraprasad Verma
Ganesh Colony Near Nigiri Chowk,
Ambegaon Bk,
Pune-411046
India

Ph: +91-7040396238

Dear Deepak,

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 **21-Dec-2020**.

Location

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

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

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

Training

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.



Offer: Computer Consultancy
Ref: TCSL/DT20195885159/Pune
Date: 03/01/2020

Mr. Madhav Ramrao Budde
Kedari Nagar, Near Parmar Hall Wanwari Pune-40Kedari Nagar,
Kedari Petrol Station,
Pune-411040,
Maharashtra.
Tel# 91-9623581507

Dear Madhav Ramrao Budde,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

TCS Confidential
TCSL/DT20195885159

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Night: Tata, Ground Floor, S No 104/A/1/1/A, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India
Tel: 91 20 6611 7777 Fax: 91 20 6611 7777 Email: careers@tcs.com
Registered Office: Medinipur, West Bengal, India. Telephone: 033 2514 9000, Mumbai 400 028
TCS Services Network: www.tcs.com | www.tcs.com | www.tcs.com

1
M Budde

Ms. Preeti Londhe
Reuphoria Housing Society Limited
Phase 2,B14,102
Pune-411048
India

Ph: +91-9168100962

Dear Preeti,

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: 2021.12.17 11:54:13 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



2020-21

Offer: Computer Consultancy
Ref: TCSL/DT20218583530/Hyderabad
Date: 20/11/2021

Mr. Ankit Tiwari
Neel Sagar Soc, Mehesh Soc Bibwewadi Pune,
Neel Sagar Soc,
Pune-411037,
Maharashtra.
Tel# 91-9839020151

Dear Ankit Tiwari,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

CS Confidential
CSL/DT20218583530

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

HRD/2T/1002934269/21-22

20-21

Infosys®

Navigate your next

November 25, 2021

Ms. Zalnab Badshah
A4 Life Park
Mohammedwadi
Pune-411060
India

Ph: +91-7498785116

Dear Zalnab,

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

SVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.25 17:39:15
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



DirectCore ServiceDesk/Pune/September/RH8439636/259114/V1

PRIVATE & CONFIDENTIAL

September 21, 2021

Apeksha Rajesh Kanojya
Near Ruby Hall Azad Nagar Wanaorie Pune
Pune 411022
Maharashtra, India.

Dear Apeksha Rajesh Kanojya,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis ITO Division.

Based on our discussions, we are pleased to offer you the position of Tech. Support Associate - SD, in **Band 5, Level 1** with our organization. The gross compensation will be **INR 2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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

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

Mphasis Limited
Registered Office:

Begmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

Contact Us:

T : +91 080 6250 1000

F : +91 080 6085 9943

www.mphasis.com

EMPLOYMENT OFFER LETTER

Capgemini Ref.: 958017 /83948

07/10/2017

Akshay Bahulikar ,

Dheyapurti hsg society, Plot No.2, S No.2, ,Dhankawadi, Pune, Pin-411043. ,
India

Confidential

Dear Akshay Bahulikar ,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 07/19/2017 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Software Associate /A3
- B) You will be required to work at the Company's offices in location Pune
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 210000 /- (Rupees Two Lakh Ten Thousand) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

December 27, 2019

To,
Ketan Khalate
Pune

Subject: Internship Offer Letter

Dear Ketan,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with Cravita Technologies India Pvt. Ltd.

Thanking You,

For Cravita Technologies India Private Limited

Authorized Signatory



December 1, 2020

HRD/2T/1000961832/20-21

Mr. Deepak Shivnath Yadav
306, Damodar Arihant Lane No-16,
Ambegaon Pathar,
Pune-411046
India

Ph: +91-7040367843

Dear Deepak,

Welcome to Infosys!

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

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

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

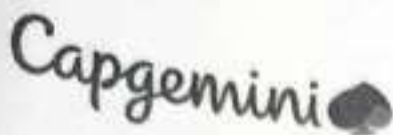
Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.12.01 10:27:38
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013
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



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

Date: January 11, 2020

Ref No: HR/Campus/LO15560101/1

Ganesh Vilas Raut
Vishwakarma College of Arts Commerce Science

Letter of Intent ("LOI")

With reference to your interview conducted by us at Pratibha College, Pune, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

Upon joining Capgemini,

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



Ref: TCSL/DT20195877243/1358281/Pune
Date: 14 September 2020

MR. KEDAR VILAS SANGARE
Fl-11, Shanti-Kunj Chs S.No 14/5 , Behind Kedari Garden,
Fatimanagar, Pune,
Maharashtra-411040,
Tel# 917720838996

Sub: Joining Letter

Dear Mr. Kedar Vilas Sangare,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **28th September 2020 at Chennai**. You are requested to report at the address detailed below on **28th September 2020 at 08:30 AM**.

M/s. Tata Consultancy Services Ltd TCSL "Chennai One" - SEZ Unit, (IGGGL- SEZ)
200 Ft. Thoraipakkam - Pallavaram Ring Road, Thoraipakkam.,
Chennai - 600 096, Tamil Nadu, India,
Chennai, Tamil Nadu-600096.

(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Suganth Infin Bilavendran
Phone: 9104466168888/914466168080
Email Id: suganth.infin@tcs.com
Contact Hours: Monday - Friday, 9 AM to 6 PM)

You will continue to receive further communication through the pre-employment orientation (PEO) platform. Your exact time of reporting will be published through announcements on PEO.

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Date: 18/02/2020

Intent to Offer

Dear Jidnyasa Vishnu Surve,

Syntellect ID: ASBC2003754

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

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

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

This Offer of intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no-standing backlogs
- You should not have more than 1-year gap throughout your education
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

28-May-2020

Dear Vivek Vijaykumarbhafwante,
B. Sc. Computer Science
Vishwakarma College of Arts, Commerce and Science



Candidate ID – 14206378

In continuation to our discussions, we are pleased to offer you the role of Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs. 252,000/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 Rs. 284,111/-. This includes an annual incentive indication of Rs. 12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.


Please note

- 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.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,


Sunish Bhatnagar

Global Head-Talent Acquisition

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

Date:

Signature :

December 18, 2019

To,
Onkar Gavali
Pune

Subject: Internship Offer Letter

Dear Onkar,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with **Cravita Technologies India Pvt. Ltd.**

Thanking You.

For Cravita Technologies India Private Limited

Authorized Signatory





CCTER (OPC) PRIVATE LIMITED

S SQUARE

SOFTTECH SOLUTION, PUNE.

Shop No. 16,17,18. Dinkar Complex, above Dhanvantari Hospital, Near S.T. stand Saswad. - 412301

Ref:- 05 / Nov /235541

Date:- 25 / 11 / 2019

Jagtap Kalyani Rajendra,
A/p :Saswad, Tal: Purandar, Dist:Pune

Dear Kalyani,

I am pleased to confirm your acceptance of an internship position as Trainee Engineer in the (WebDeveloping). Your first day of the work will be 02/12/2019. Your duties and assignments for this position will be those described to you in your orientation with Supervisor's .

This offer is contingent upon completion of a physical examination, including a drug screen, and completion of employment processing procedures, as well as a criminal and/or financial background check. Please report to the Human Resources Department at 9.00 Am on 28/11/2019 with the appropriate documents and completed forms.

If you have any questions, please feel free to contact Supervisor's or me. We are very pleased that you have decided to join S Square Softech Solution. We look forward to seeing you on 28/11/2019 and offer a very warm welcome.

Sincerely,

Suhas S. Kshirsagar
Director
S square Softech Solution



Omkar A. Javalkar
General Manager
S square SoftechSolution



PHN TECHNOLOGY
PVT. LTD.

We Connect You To Digital World

support@phntechnology.com

phntechnology@gmail.com

7558303150

9096334755

Office no.55, 5th floor, B wing, K. K. Market, Near to Pune-Satara Road, Dhankawadi, Pune-411046

Date: 30/09/2019

Miss Tejaswini Nemade,
Vishwakarma College of Arts, Commerce And Science
Pune-411048

Subject: Offer for Internship

Dear Tejaswini,

In reference to your application we would like to congratulate you on being selected for internship on IoT Development with PHN Technology Pvt. Ltd. based at Pune. Your training is scheduled to start effective 1st Dec, 2019 to 30th June 2020. All of us at PHN Technology Pvt. Ltd. are excited that you will be joining our team!

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 hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training

You should report for training at the office address:

Again, congratulations and we look forward to working with you.

Yours sincerely,

Mr. Pradip Narayankar

Director,

PHN Technology Pvt. Ltd



www.phntechnology.com

December 16, 2019

To,
Rushikesh Sirsat
Pune

Subject: internship Offer Letter

Dear Rushikesh,

Further to your Internship interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with Cravita Technologies India Pvt. Ltd.

Thanking You.

For Cravita Technologies India Private Limited



Authorized Signatory



Cravita Technologies India Private Limited
B-1, 2nd Floor, Abhinav Apartment, Beside Congress Bhavan,
Shivajinagar, Pune - 411005 | Contact No: +91 - 7083777567
Web: www.cravitaindia.com

December 16, 2019

To,
Rohan Ranawade
Pune

Subject: Internship Offer Letter

Dear Rohan,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with Cravita Technologies India Pvt. Ltd.

Thanking You.

For Cravita Technologies India Private Limited


Authorized Signatory



Date: 15-Jan-2020

Ref: 1501202002

Mrs. Prathamesh Patil

Subject: Intern confirmation Letter

Dear Prathamesh Patil,

With reference to the discussion we had with you, we pleased to offer you the Position of "Trainee cum Intern" and invite you to join us on weekends to work on a POC on BigData, Hadoop.

The batch already started and please find the details below:

Batch Start date: 09-Dec-2019

Total duration - 5 to 5.5 months

Candidate details:

Name: Prathamesh Patil

Date of Birth: 14-06-1996

Request you to please come on time and follow all the training and intern related instruction provided by your instructor while doing the practical.

Technogeeks

TECHNOGEEKS 3rd Floor, Plot 7, Commonwealth Society, Opposite Aundh Telephone exchange,
Landmark: Gaikward Petrol Pump Aundh, Shambhu Vihar Society

Tel: +91-86009-98107 Email: contact@technogeekscs.co.in Website: www.technogeekscs.com



2nd Floor, Doshi complex, Ward no. 6,
Sector Road Baramulla-411102
+91-8446120920
contact@qzingo.com

December 24, 2019

To,
Asif Shaikh
Pune

Subject: Internship offer letter

Dear Asif,

Further to your internship interview with us, we are pleased to deploy you to a live project at our esteemed firm.

Please note that this project assigned to you is a real-time live project and would be used for the firm, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned to you on the joining day.

We wish you all the very best and have a pleasant stay with Qzingo LLP.

Thanking You,

For, **QZINGO**

Partner

Authorized Signatory



TECHNOLOGIES

Enabling your Technology

Cravita Technologies India Private Limited
B-1, 2nd Floor, Akhilar Apartment, Beside Congress Bhavan,
Shivajinagar, Pune - 411005 | Contact No: 491 - 3082777567
Web: www.cravitaindia.com

December 09, 2019

To,
Akshay Bhambure
Pune

Subject: Internship Offer Letter

Dear Akshay

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with Cravita Technologies India Pvt. Ltd.

Thanking You.

For Cravita Technologies India Private Limited


Authorized Signatory




PHN TECHNOLOGY
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9096334755

Office no.55, 5th floor, B wing, K. K. Market, Near to Pune-Satara Road, Dhankawadi, Pune-411046

support@phntechnology.com

phntechnology@gmail.com

Date: 30/11/2019

Miss Sayali Anpat,
Vishwakarma College of Arts, Commerce, And Science
Pune-411048

Subject: Offer for internship

Dear Sayali,

In reference to your application we would like to congratulate you on being selected for an internship on Python Development with **PHN Technology Pvt. Ltd.** based at **Pune**. Your internship is scheduled to start effective **1st Dec 2019** to **30th June 2020**. All of us at **PHN Technology Pvt. Ltd.** are excited that you will be joining our team!

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 hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before the commencement of training

You should report for training at the office address:

Again, congratulations and we look forward to working with you.

Yours sincerely,

Mr. Pradip Narayankar


Director

PHN Technology Pvt. Ltd.

www.phntechnology.com

DATE: 01/01/2020

Appointment Letter

TO,

Mr. Somnath Nanasahab Khatal
Vishwakarma College Of Arts, Commerce & Science, Pune - 411048

SUMMER INTERNSHIP

Dear Somnath Khatal,

In reference to your application we would like to congratulate you on being selected for internship with SEISOTECH PRIVATE LIMITED at client location Techbys Software based at Pune. Your training is scheduled to start effective 05 January 2020 for a period of 6 months. All of us at Techbys Software are excited that you will be joining our team!

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 hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

Techbys Software,
1st Floor, Above Pashankar Honda Showroom,
Near Karvenagar Bus Stop,
Karvenagar, Pune - 411052

Contact Person: Mr. Sandip Nandekar

Again, congratulations and we look forward to working with you.

Yours sincerely,
HR Executive,
SeisoTech Private Limited & Techbys Software.



Authorized Signatory



Synnex Softech, Pune

A-10 Forth Floor, Above Rajarshi Shahu Bank, Swargate-
Katraj road, Balajinagar (Dhankwadi), Pune-43

Date-13-01-2020

From

Synnex softech,

Office No.10, 4th Floor, Above Rajarshi Shahu Bank, Dhankawadi, Pune-411043, Maharashtra, India

Subject: Joining letter

Dear Priyanka Satish Suryawanshi,

This letter is to inform you that the Synnex Softech has found your application for the position of Intern **Android Developer** to be fitting with our requirements. We congratulate you on your selection.

Welcome to the Synnex Softech family!

HR Manager

Synnex Softech, Pune

Regards,

Synnex Softech.





Synnex Softech, Pune

A-10 Forth Floor, Above Rajarshi Shahu Bank, Swargate-Katra road, Balajinagar (Dhankwadi), Pune-43

Date-13-01-2020

From

Synnex Softech,

Office No.10, 4th Floor, Above Rajarshi Shahu Bank, Dhankawadi, Pune-411043, Maharashtra, India

Subject: Joining letter

Dear Pooja Abhay Sarsamkar,

This letter is to inform you that the Synnex Softech has found your application for the position of Intern **Android Developer** to be fitting with our requirements. We congratulate you on your selection.

Welcome to the Synnex Softech family!

HR Manager

Synnex Softech, Pune

Regards,

Synnex Softech.



09/12/2019

Miss. Priyanka Patekar

Vishwakarma College of Arts Commerce & Science

Pune.

Subject: Internship Offer

Dear Priyanka Patekar,

In reference to your application we would like to congratulate you on being selected for internship with **VIRTUE INFOTEK** based at **PUNE** your training is scheduled to start effective 09/12/2019 for a period of 6 months. All of us at **VIRTUE INFOTEK** are excited that you will be joining our team!

As such, your internship will include software development and engineering and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training

You should report for training at the following address:



Virtue Infotek
1/52/B, Padmadarshan Co-Operative Hsg Soc, Above Pda Office, Near Treasure Park,
Dhankawadi, Pune, Maharashtra 411043

Again, congratulations and we look forward to working with you.

[Signature]
MD & CEO
VIRTUE INFOTEK
Balaji Nagar Pune-43
www.virtueinfotek.com

05/12/2019

Miss. Priya Thore

Vishwakarma College of Arts Commerce & Science

Pune.

Subject: Internship Offer

Dear Priya Thore,

In reference to your application we would like to congratulate you on being selected for internship with **VIRTUE INFOTEK** based at **PUNE** your training is scheduled to start effective 05/12/2019 for a period of 6 months. All of us at **VIRTUE INFOTEK** are excited that you will be joining our team!

As such, your internship will include software development and engineering and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training

You should report for training at the following address:



Virtue Infotek

1/62/B, Padmarashan Co-Operative Hsg Soc, Above Pda Office, Near Treasure Park,
Dhankawadi, Pune, Maharashtra 411043

Again, congratulations and we look forward to working with you.


MD & CEO
VIRTUE INFOTEK
Baleji Nagar Pune-43
www.virtueinfotek.com

MS (CS) S.Y.



**PHN TECHNOLOGY
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✉ phntechnology@gmail.com

☎ 7558303150

☎ 9096334755

📍 Office no.55, 5th floor, B wing, K. K. Market, Near to Pune-Satara Road, Dhankawadi, Pune-411046

Date: 30/09/2019

Miss Pooja Dahvi,
Vishwakarma College of Arts, Commerce And Science
Pune-411048

Subject: Offer for Internship

Dear Pooja,

In reference to your application we would like to congratulate you on being selected for internship on IoT Development with PHN Technology Pvt. Ltd. based at Pune. Your training is scheduled to start effective 1st Dec, 2019 to 30th June 2020. All of us at PHN Technology Pvt. Ltd. are excited that you will be joining our team!

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 hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training

You should report for training at the office address:

Again, congratulations and we look forward to working with you.

Yours sincerely,

Mr. Pradip Narayankar

Director,

PHN Technology Pvt. Ltd



www.phntechnology.com

Misc (C.S) S.Y.



IT SOLUTIONS PVT. LTD.

"Way To Be Possible"

Registration No.: U72900MH2019PTC185054

LETTER OF APPOINTMENT- INTERNSHIP

Employee Number: TISPL/REF/2019-20/EMP00011

Date: 30/11/2019

To
Ms. Tanvi Dinesh Rathod,
635, Sadashiv Peth,
Pune, 411030

Dear **Tanvi Rathod,**

With reference to the discussions you have had with us on date of 30th Nov 2019, we are pleased to appoint you as **"INTERN- Android Developer"** for M/s. Tectigon IT Solutions Pvt. Ltd. on the following terms and conditions:

1. You will be paid a consolidated amount of Rs. 1,20,000/- (One Lac Twenty thousand rupees only) per annum.
2. The above consolidated amount will consist of the following:
 - a) Rs. 96,000/- per annum as fixed pay, and
 - b) Rs. 24,000/- per annum as variable pay which is linked to your performance and that of the company.
3. This appointment of internship is effective from date of your joining i.e. **1st Dec 2019** and Complete on **30th June 2020**. This arrangement is with effect from **1st Dec 2019**.
4. In this capacity, you will be located at Pune, Maharashtra State and will report to Mr. Ganesh Pawar, or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Notwithstanding your appointment in this company, your services could be reassigned to any other company of the Tectigon IT Solutions Pvt. Ltd.
5. You may also be assigned such other duties as may become Tectigon IT Solutions Pvt. Ltd. at the discretion of the Management in any Branch or office of the Company and/ or its Subsidiaries or Associate Companies.
6. You will be eligible for 18 days leave pro-rated as per calendar year. However, leave will be allowed subject to exigencies of work.
7. You will be eligible for 2 days CL (casual leave) per month 24 days per year, 2 Days per month half pay leave, and leave It is clarified that any other leave in addition to the above, you will not be entitled to any other benefits.
8. This appointment can be terminated by giving one month notice on either side or payment in lieu of shortfall in this notice period.
9. You should observe and follow all rules and regulations of the company.

Registered Office: Tectigon IT Solutions Pvt. Ltd.
 Flat No. 3 Shri Sai Building, Dhore Nagar, Old Saughavi, Pune 411027.
 +91-9890038180 / +91-8888544753
sales@tectigon.co.in
www.tectigon.co.in

December 18, 2019

To,
Pradnya Mhaske
Pune

Subject: Internship Offer Letter

Dear Pradnya,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with **Cravita Technologies India Pvt. Ltd.**

Thanking You.

For Cravita Technologies India Private Limited




Authorized Signatory

December 18, 2019

To,
Shaikh Noor Aain Aziz
Pune

Subject: Internship Offer Letter

Dear Noor Aain,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for organization, group companies and clients. The project would be made live on successful completion of the application. You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

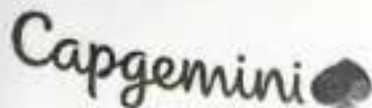
We wish you all the very best and have a pleasant stay with Cravita Technologies India Pvt. Ltd.

Thanking You.

For Cravita Technologies India Private Limited

Authorized Signatory





Capgemini Technology Services India Limited
(Formerly known as TIGATE Global Solutions Limited)
IT 1, IT 2, 4th MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: January 11, 2020

Ref No: HR/Campus/LO15560101/1

Ganesh Vilas Raut
Vishwakarma College of Arts Commerce Science

Letter of Intent ("LOI")

With reference to your interview conducted by us at Pratibha College, Pune, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

November 24, 2020

HRD/2T/1000961803/20-21

Mr. Pankaj Dadhich
76 Parshwanath Nagar 2Nd,
Parihar Nagar, Bhadwasiya,
Jodhpur-342007
India

Ph: +91-8955773489

Dear Pankaj,

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

Digitally signed by Richard Lobo
Date: 2020.11.24 16:08:28 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

November 24, 2020

HRD/1000961803/20-21

Mr. Pankaj Dadhich
76 Parshwanath Nagar 2Nd,
Parihar Nagar, Bhadwasiya,
Jodhpur-342007
India

Ph: +91-8955773489

Dear Pankaj,

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 **21-Dec-2020**.

Location

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

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

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

Training

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.



Ref: TCSL/DT20195877243/1358281/Pune
Date: 14 September 2020

MR. KEDAR VILAS SANGARE
Fl-11, Shanti-Kunj Chs S.No 14/5 , Behind Kedari Garden,
Fatimanagar, Pune,
Maharashtra-411040.
Tel# 917720838996

Sub: Joining Letter

Dear Mr. Kedar Vilas Sangare,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **28th September 2020 at Chennai**. You are requested to report at the address detailed below on **28th September 2020 at 08:30 AM**.

M/s. Tata Consultancy Services Ltd TCSL "Chennai One" - SEZ Unit, (IGGGL- SEZ)
200 Ft. Thoraipakkam - Pallavaram Ring Road, Thoraipakkam,,
Chennai - 600 096, Tamil Nadu, India,
Chennai, Tamil Nadu-600096.

(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Suganth Infin Bilavendran

Phone: 9104466168888/914466168080

Email Id: suganth.infin@tcs.com

Contact Hours: Monday - Friday, 9 AM to 6 PM)

You will continue to receive further communication through the pre-employment orientation (PEO) platform. Your exact time of reporting will be published through announcements on PEO.

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Date: 18/02/2020

Intent to Offer

Dear Jidnyasa Vishnu Surve,

Syntellect ID: ASBC2003754

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

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

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

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You should not have more than 1-year gap throughout your education
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

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

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

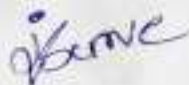
For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity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

Yours Sincerely,
For Syntel Pvt. Ltd,



Adarsh Krishna
Deputy General Manager - HR

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



Signature

28-May-2020

Dear Vivek VijaykumarBhatnagar,
B. Sc, Computer Science
Vishwakarma College of Arts, Commerce and Science



Candidate ID - 14206378

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant")

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure E for more details.

Please note

- 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 orders in your Graduation/Post-Graduation.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bhatnagar

Global Head-Talent Acquisition

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

Signature :

Date:



Ref: TCSL/DT20195891653/1352894/Pune
Date: 25 July 2020

MR. SAYED AHTAHIAN SALIM
498/16 498/16, Center Street, Camp, Pune, Bhopla Chowk,
Camp, Pune City,
Maharashtra-411001.
Tel# 919604785171

Sub: Joining Letter

Dear Mr. Sayed Ahtahian Salim,

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

We are pleased to inform you that your joining date at TCSL will be **17th August 2020** and your training location is **Pune**. We are pleased to inform you that your work location is **PUNE** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Plot No. 2 & 3, MIDC-SEZ.,
Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,
Pune, Maharashtra-411057.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Swathi Vittal Shetty
Phone: 02267781608
Email Id: swathi.shetty1@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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

Date: September 1, 2016

Ref: L&T Infotech/HR/Campus/2017

Name: Jyoti Agarwal

College: Bansilal Ramnath Agarwal Charitable Trust's Vishwakarma College of Arts, Science and Commerce Colleg

OFFER OF EMPLOYMENT

Dear Jyoti Agarwal,

Welcome to L&T Infotech (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your gross salary including all benefits will be **Rs. 2,48,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining L&T Infotech subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining L&T Infotech. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to L&T Infotech will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company. It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

3. Documents

Your offer is subject to you submitting all the necessary documents at the time of joining, the details of which will be intimated to you prior to your joining L&T Infotech. You may also need to submit other such documents as Company deems fit from time to time.

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 24 Nov 2018

Rameez Tamboli
654, Ganesh Peth
Aman Plaza
3rd floor, Flat No. 301
Khadke Gudhdani
Pune
Maharashtra
411002

Telephone: 7020831780

Dear Rameez Tamboli,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

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

1. DESIGNATION & BAND

You will be designated as "Deputy Manager - Collections, COE - Analytics" at E03 Band.

2. PERIOD OF EMPLOYMENT

2.1 Your employment will commence on **16 Dec 2018** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

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

3. HOURS AND PLACE OF WORK

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

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

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

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

4. SALARY

4.1 Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

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

4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Vinson Nagar, Pune-411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30465060
Fax: +91 20 30405030
Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance



Offer: Computer Consultancy
Ref: TCSSL/DT20163520537/Pune
Date: 13/12/2016

Ms. Renuka Bhimrao Ramshetty
Real Apts, 1st Floor Sukhsagamagar Lane No. 3,
Katraj,
Pune-411046,
Maharashtra,
Tel# 2435-221248

Dear Renuka Bhimrao Ramshetty,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,89,402/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSSL/DT20163520537

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20153176909/Pune
Date: 17/02/2016

Ms. Shivani Sachin Sapkal
C-10/-Tulshinagar Society,Near Canara Bank,Bibwewadi Road, Pune-411037Bibwewadi Road,
Canara Bank,
Pune-411037,
Maharashtra.
Tel# 020-66124333

Dear Shivani Sachin Sapkal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

TCS Confidential
TCSL/DT20153176909

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Ref No: 0267258

29-Dec-2017

Suresh Babbar
Senior PM

Dear Sir,

In continuation to our discussion, we are pleased to offer you the role of Project Executive in Cognizant Technology Solutions India Private Limited ("Cognizant")

You are entitled to an Annual Total Compensation (ATC) of **Rs 380,000**. This includes an annual incentive indicator of **Rs 12,000**. This amount may vary depending on Cognizant's performance and your performance. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records. Four place of posting will be Pune.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **03-Jan-2018**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
- 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.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Babbar

Global Head- Talent Acquisition

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

Signature :

Date:

Date: 24 Nov 2018

Rameez Tamboli
654, Ganesh Peth
Aman Plaza
3rd floor, Flat No. 301
Khadke Gudhdani
Pune
Maharashtra
411002

Telephone: 7020831780

Dear Rameez Tamboli,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

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

1. DESIGNATION & BAND

You will be designated as "Deputy Manager - Collections, COE - Analytics" at **803 Band**.

2. PERIOD OF EMPLOYMENT

1.1 Your employment will commence on **10 Dec 2018** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

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

3. HOURS AND PLACE OF WORK

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

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

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

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

4. SALARY

4.1 Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

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

4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 8th Floor, Bajaj Finserv Corporate Office, 01 Pune-Windhegar Road,
Vishnu Nagar, Pune 411004, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 025, Maharashtra, India

Tel: +91 20 30485040
Fax: +91 20 30485020
Corporate ID No.
62915M1987P/042961

www.bajajfinserv.in/finance

December 13, 2017
 Ref: LTI/HR/AT/T0011691

Ms. JYOTI VIJAY AGARWAL

171/15 NETAJI NAGAR WANWADI PUNE 40171/15 NETAJI NAGAR WANWADI PUNE 40NEAR EME STATION
 WORKSHOP
 Pune-411040
 Maharashtra, India
 Tel: 9503632017

Dear Ms. JYOTI VIJAY AGARWAL,

LETTER OF APPOINTMENT AS ASSOCIATE TRAINEE

With reference to the Offer Of Employment given to you, we have pleasure in appointing you as a Associate Trainee on the following terms and conditions:-

1. MEDICAL FITNESS AND OTHER REQUIREMENTS

This offer is valid subject to your:

- Being found medically fit by our authorized doctor.
- Conforming to the age-criteria.
- Signing Letter of Undertaking with the company and /or Bank Guarantee as per the specified format.
- Passing the Diploma and/or Degree examinations throughout in the first attempt and securing an average of 55% or above across semesters.
- Clear scan copy of Mandatory documents to be uploaded within one week in portal.

2. PERIOD OF TRAINING

Your training will commence on December 19, 2017 and will consist of classroom and/or on the job training. It is essential that you join on the date as mentioned above. If you do not report for training on the stipulated date, this letter of appointment will stand withdrawn.

During the training you will be registered with the Director of Training and Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.

During the training period, you will be continuously evaluated. In case you do not complete the training to our satisfaction, the appointment stands automatically cancelled.

3. STIPEND & ALLOWANCES

During the course of your training, the Company will pay you Stipend and Allowances as per details in the Annexure enclosed.

13/12/17

LTI-Confidential

Page 1 of 7

Larsen & Toubro Infotech Ltd.

Plot No. EL 306, TTC Electronic Zone, Shi-Mulape Road, Near Mumbai - 400793, India

T: +91 22 6795 4298 | FAX: LIT906MHRN&PVC04695

Registered office: LB 1 House, Ballard Estate, Mumbai-400 001, India

www.ltiinfotech.com | E-mail: info@ltiinfotech.com



A Larsen & Toubro
Group Company

Cognizant

Cognizant Technology Solutions India Private Limited,
Techno Complex, 5/535, Old Mahabalipuram Road,
Okkiyam, Thoraipakkam, Chennai - 600 097, India.

January 22, 2019

Ashwin Phulpak
679148
Programmer Trainee

Dear Ashwin,

Thank you for your contribution to Cognizant's another year of strong growth. We sincerely appreciate your passion to *challenge the status quo and help drive excellence in our business operations* in order to sustain our market leadership.

We are happy to announce that you are being confirmed in the services of the company with effect from **January 25, 2019** to the designation of **Programmer**. We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **221,232/-** which includes an annual performance-linked incentive of Rs. **12,000/-**. For further details, please refer to Annexure A.

Except for the revision to your Annual Total Compensation and your incentive, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support in helping our clients build stronger businesses.

Best wishes,

Cognizant Executive Management
For Cognizant Technology Solutions India Private Limited

Ref: KPL/APP/March/2018/3000

Mr Steven Nedarpally
Sr No 4/12, Salunke Vihar Road,
Near Fakhri Hillas Pune - 48

Dear Steven,

With reference to your application and subsequent interview dated **20th March 2018**. The Management is pleased to give you an opportunity and has decided to engage you as **"Trainee - Global IT Support"** w.e.f. **26th March 2018** on the following terms and conditions.

1. You will be paid consolidated stipend of **INR 21,376** per month; in addition, you shall be entitled to Provident Fund benefits under EPF Act. 1952.
2. You are engaged for a period of **Twelve months** i.e. up to **26th March 2019**.
3. Your contract and continuance as **Trainee** shall be subject to your initial and intermittent medical fitness (physical and mental) to certify by our Company's doctors whose findings shall be final and binding.
4. Besides public holidays announced by the company, during the period of your training, you will be entitled 0.5 leave per month, as per the Company policy.
5. You shall not have any lien on the job for which you are being trained nor shall have any claim to be appointed against permanency or regular vacancy, if so accrues.
6. You will report to **Mr. Vrundali Salvi** of the Company.
7. During the training period so as to make you fully conversant and equipped with the working of the industry, you will be asked to attend in any department / section / shift and also be asked to perform any of the actual duties for practical exposure in various departments / sections in any shift which you will not refuse, irrespective of whatever category you are placed in for training.
8. The Management will be within its right to conduct test in any formal / informal, written / oral / practical way to assess your performance during your training period. Such test will be taken at any time, even without giving you any advance notice or without your knowledge.
9. During the stipulated training period, if your progress, conduct and performance is found unsatisfactory, your training shall be discontinued without any notice & without assigning any reason thereof.
10. If during the training period, you remain continuously absent for more than **3 days**, you shall be deemed to have left the training voluntarily and the cost of training as computed by the Management shall be recovered from you.

Magarpetta City :Konecranes Private Limited,Level 2,Towers-9,Magarpetta City,Hadapsar 411015- Pune, India.
Tel: +91 20 67207000,

Regd. office: Konecranes Private Limited,Plot No. D-16, MIDC, Jajur, Tal. Purandar, District Pune 412303,India

Tel: +91 2115 253801, +91 2115 253802, Fax: +91 2115 253803 E-mail: india.sales@konecranes.com, www.konecranes.in

PH: 11714104107621 P-148066



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20174010768/Pune/BPS/BTN
Date: 03/10/2017

Mr. Shrikant Santosh Hande
132 Nirmal Gangotri Society Flat No 11 Guruwar Peth
Mamledar Kacheri
Pune-411042
Maharashtra
Tel# 91-8446788676

Dear Mr. Shrikant Santosh Hande,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.



Offer: Computer Consultancy
Ref: TCSL/DT20153176909/Pune
Date: 17/02/2016

Ms. Shivani Sachin Sapkal
C-10/-Tulshinagar Society, Near Canara Bank, Bibwewadi Road, Pune-411037
Canara Bank,
Pune-411037,
Maharashtra.
Tel# 020-66124333

Dear Shivani Sachin Sapkal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

TCS Confidential
TCSL/DT20153176909

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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

Appointment Letter

Date: 16/08/2017

To

Mr Akshay Haribhau Misal

We are pleased to offer you an appointment in our organization as Marketing Executive . you will be based in our Pune office.


You will be paid gross remuneration as detailed in Annexure - A.

You are required to agree to the terms and conditions as described in Annexure - B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming leader in IT Business sector. We assure you of our support for your professional development and growth.


For SB IT Service.



EMPLOYMENT OFFER LETTER

Capgemini Ref.: 904137 /115345

11/06/2017

Afreen Shaikh ,

740/Bhawani Peth, Chudaman Talim, Pune Camp, Maharashtra-411042

Maharashtra ,
India

Confidential

Dear Afreen Shaikh ,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/15/2017 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Software Associate /A3
- B) You will be required to work at the Company's offices in location Pune

Reference: CSPL/HRD/OL

Date: 27th Nov 2017

Hi Chinmay Dandawate,

Further to the discussions with you, we are pleased to inform that Centurysoft intends to offer you employment as **'Hadoop Developer'**. A formal Appointment letter will be given to you on the day of joining. Your Total Annual Compensation would be INR 2,40,000/- (INR Two Lakh Forty Thousand only). Please send us your acceptance & resignation mail asap. Your joining date is 25th December 2017.

Per our standard employment terms, you would be on probation for the first 6 months and the notice period will be 3 months after joining Centurysoft.

We strongly feel that our offer is externally competitive and internally comparable with your skills, expertise and experience.

Note: You must maintain strict confidentiality about this offer and its specific contents.

Notice Period Buy-out: Centurysoft may explore the possibility of buying your notice period once you have resigned and obtained confirmed relieving date from your current employer through resignation acceptance. Such buy-out amount will be paid to you with your first salary based on submission of the 'Final Settlement' document from the previous employer clearly indicating the amount towards your notice-period shortfall. Also note that such a payout would be fully recoverable by Centurysoft in case your employment with Centurysoft ends, voluntarily or involuntarily, within 12/18 months of joining Centurysoft.

Salary Increment: Centurysoft also confirms that you will be considered for salary increment during our annual cycle if you have spent 6 month or more on the 'effective date' of such increment date. This will be a rationalization (pro-rata increment) and not a full-term salary increment.

Variable Salary: Performance-based Incentives (PBI) would be paid half yearly and is payable on target achievement against KRAs. There is no PBI for first quarter. So if you join in December then first quarter is Jan, Feb, March. If you join any time after mid-quarter the next quarter is considered, hence if you join after November 15, 2016, then there will be no PBI applicable for JFM quarter. However, if you join before Nov 16, 2015 then targets can be set for JFM quarter and thus PBI will be applicable.

Centurysoft Private Limited

701, Zero One IT Park, Koregaon Park Annex, Mumbwa, PUNE 411 036, Maharashtra, India.
Phone: +91 20 26880299 | Email: hr@centurysoft.com | Website: www.centurysoft.com
[CIN: U72300MH2013PTC251200] Page | 1

Mr Steven Nedarpally
Sr No 4/12, Salunke Vihar Road,
Near Fakhri Hillas Pune - 48

Dear Steven,

With reference to your application and subsequent interview dated 20th March 2018. The Management is pleased to give you an opportunity and has decided to engage you as **"Trainee - Global IT Support"** w.e.f. 26th March 2018 on the following terms and conditions.

1. You will be paid consolidated stipend of **INR 21,376** per month; in addition, you shall be entitled to Provident Fund benefits under EPF Act. 1952.
2. You are engaged for a period of **Twelve months** i.e. up to **26th March 2019**.
3. Your contract and continuance as **Trainee** shall be subject to your initial and intermittent medical fitness (physical and mental) to certify by our Company's doctors whose findings shall be final and binding.
4. Besides public holidays announced by the company, during the period of your training, you will be entitled 0.5 leave per month, as per the Company policy.
5. You shall not have any lien on the job for which you are being trained nor shall have any claim to be appointed against permanency or regular vacancy, if so accrues.
6. You will report to **Mr. Vrundali Salvi** of the Company.
7. During the training period so as to make you fully conversant and equipped with the working of the industry, you will be asked to attend in any department / section / shift and also be asked to perform any of the actual duties for practical exposure in various departments / sections in any shift which you will not refuse, irrespective of whatever category you are placed in for training.
8. The Management will be within its right to conduct test in any formal / informal, written / oral / practical way to assess your performance during your training period. Such test will be taken at any time, even without giving you any advance notice or without your knowledge.
9. During the stipulated training period, if your progress, conduct and performance is found unsatisfactory, your training shall be discontinued without any notice & without assigning any reason thereof.
10. If during the training period, you remain continuously absent for more than **3 days**, you shall be deemed to have left the training voluntarily and the cost of training as computed by the Management shall be recovered from you.

Shalika Kapadnis
Yuvika Building Ramnadi Nagar Road
Pune - 411014.

Subject: Employment Letter

Dear Shalika Kapadnis,

We are pleased to inform that you have been selected for employment with us as Associate Consultant (AC1). Your total emoluments are Rs. 200000/- per annum, and are as described in Annexure A.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions (Associate wherever the Company may deem fit. This offer of employment is subject to your having passed all the examinations of the final degree at the time of joining.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter. Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate the employment agreement by providing a notice period of three months, or payment of basic pay in lieu of such notice, to the other party.

Your retention in the Company's employment will be subject to your continued medical fitness. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company will conduct reference checks/ background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. This offer is subject to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all Syntel policies and procedures as well as the terms and conditions annexed hereto. Any communication regarding your terms of employment, or confirmation shall be in writing and signed by an authorized human resources ("HR") representative of Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effectual unless expressly agreed to in writing by an authorized HR representative of Syntel Pvt. Ltd.

You are requested to report for duties in our Pune office, on or before **March 28th, 2018** at 10:00 am.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We are pleased to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours sincerely,

SYNTEL PVT LTD,

by Puthran
Global Head - Human Resources
i. Acceptance Copy,
Annexure A
Terms and Conditions
Checklist

16-Dec-2017

Dear Shri/ra Bala Jadhav,
BSc, Computer Science
Other



Candidate ID – 11184430

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs. 212,254/-**. This includes an annual incentive indication of **Rs. 12,000/-**; as well as Cognizant's contribution of **Rs. 19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs. 240,987/-**. This includes an annual incentive indication of **Rs. 12,000/-**; as well as Cognizant's contribution of **Rs. 19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and these that may change here time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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 Education/Post-Education.
- 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.

We look forward to you joining us. Should you have any further questions or derivations, please log into hr@india.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Samal Bishwanath
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Date:

Signature :



GROSS SALARY SHEET

Annexure 1

Name	Lazarus Pereira
Designation	Graduate Trainee
Institute Name	Vishwakarma Institute Of Information Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	22,222
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,89,402

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Card	500	6,000
Personal Allowance	100	1,200
GROSS BOUQUET OF BENEFITS	5,332	63,980

RE: LETTER OF OFFER OF EMPLOYMENT – Jr. Tester

Dear Miss. Surabhi Inamdar,

Following our recent discussions, we are delighted to offer you the position of **Jr. Tester** with Bee Logical Software Solutions. Bee Logical is a software solution company based in Pune(India) which specializes in Web Development, Mobile App Development, and Software Development. If you join Bee Logical, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Bee Logical team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Bee Logical. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title : Jr. Tester

Start date : 1st December, 2017

Salary : INR 2,500 / month

Probation Period : 6 months

Hours of work : 20 hours / week

Reporting relationship : Abhay Desai

Bee Logical Software Solutions | www.bee-logical.com | 911@bee-logical.com

Plot no. 12, Purvakarta Bunglow, Kshira Society, Karvenagar, Pune-4110052.



DR - BPS/RH12947524/330933/Pune/December/V1

OFFER OF EMPLOYMENT
**PRIVATE &
CONFIDENTIAL**

December 13, 2022

Mohammad Nooman Khan,
Manish Park, phase 3, Kausar Baugh, Kondhwa ,
Pune

Dear Mohammad Nooman Khan,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Customer Support Officer, in **Band 5, Level 1** with our organization. The gross compensation will be INR 2,88,000/- (Two Lakhs Eighty Eight Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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

Contact Us
T: +91 080 6721 1000
F: +91 080 6721 9999
E: investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: U72200KA2000PTC038931



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

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on December 14, 2022. Please keep your recruiter informed, in case of advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.

Contact Us

T: +91 080 420 1000

F: +91 080 420 2444

E: investor_relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: U72200KA2000PTC038931

ANNEXURE - 1

SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	9,600	1,15,200
House Rent Allowance	5,577	66,920
Leave Travel Allowance	NA	NA
Special Allowance	2,400	28,800
Ex-Gratia/ Bonus ¹	3,200	38,400
TOTAL FIXED CASH	20,777	2,49,320
Performance Incentive	1,200	14,400
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	21,977	2,63,720
Employer Provident Fund	1,440	17,280
Mediclaime Insurance Premium	583	7,000
TARGET COST TO COMPANY	24,000	2,88,000

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
-------------------------------	---

Note:

- As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

ANNEXURE - 3

List of mandatory documents that needs to be uploaded in the tool as part of your offer release process and to proceed further with your onboarding formalities.

Sl. No	Details	Description
1.	Photograph	Soft copy of white background passport size photograph
2.	Education Documents	Highest education; i.e.; degree / post-graduation completion certificate (Provisional Certificate/ Consolidated Marks sheets/ all semester marks card)
3.	Identity Proof	Passport/ PAN Card/ Election ID/ Driving Licence/Aadhaar Card.
4	Employment Details	Current Employment: last 3 months salary slip along with a copy of the offer letter Previous Employment: Relieving letter/ experience letter (which captures start date, end date & position details)
5	LOA	Signed Scanned copy of - Letter of Authorization (LOA)

Please note, your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer. Being an ISO certified company, it is important for you to submit these documents on or before your date of joining us. Your joining the Company is subjected to you furnishing all of the above documents and duly verified by Mphasis.

Digitally signed by DS MPHASIS LIMITED 1
Date: 2022.12.13 07:57:12 GMT
Reason: Authorised by Srikanth Karra
Location: Bangalore

CONTACT US:

T: +91 080 6350 3000

F: +91 080 6495 9844

E: hr@mpphasis.com / careers@mpphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Sagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: U72200KA2000PTC038931



Ace your
**OFF-CAMPUS
TECH INTERVIEWS**
with
CONFIDENCE!



Dear Learners,

Are you worried about acing those technical off-campus interviews in the IT industry? Well, worry no more because ExcelR's Ignite program has a fantastic opportunity just for you! We are thrilled to announce an upcoming webinar titled "Mastering Technical Interviews for IT Graduates: How to Crack Off-Campus Interviews" taking place on July 9th, 2023 at 11 AM.

By attending the webinar, you will:

- ☑ Understand the anatomy of technical Interviews and learn to navigate coding challenges
- ☑ Get inside tips and tricks to crack off-campus interviews
- ☑ Discover proven strategies to excel in technical interviews and land your dream IT job

Reserve your spot now by clicking on the registration link below:

<https://rb.gy/sc4c6>

We can't wait to see you there!

Best regards,

Everyday Learning (EDL) Team

EDL-MOU Division, ExcelR Bangalore | Hyderabad | Mumbai | Pune | Chennai

Mobile no : +91 9606957287

Email : edl@excelr.com

Website: www.excelr.com



To,

Kamana Ganpat Sharma

GANGA DHAM

Dear Kamana Sharma,

We are pleased to appoint you as "Senior Branch Relationship Officer" in the "HDFC Bank Relationship" Department at Somatane Location of Aditya Birla Sun Life Insurance Company Limited ("Company"). Your appointment is effective from your Date of Joining i.e. 01/05/2023. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as



within a stipulated timeline as required by the Company. The employer will store these documents in electrical / physical format as deemed fit or relevant.

34. (i) This appointment is contingent upon:

(a) Satisfactory results of the pre-employment medical check-up and satisfactory reference checks, background verifications, verification of educational qualifications and past employment records.

(b) All information, facts and figures provided by you to the company's representatives at any point in time, being accurate and true.

(c) Your acceptance of the above terms and conditions.

(ii) The Company reserves the right to terminate your employment forthwith, without any notice period or payment in lieu of notice, in case any information provided by you or your references turns out to be false or incorrect.

(iii) You are requested to provide us a copy of this appointment letter signed by you as an indication of your acceptance.

We wish you an enjoyable and rewarding association with Aditya Birla Sun Life Insurance

Yours Sincerely,

For & on Behalf of

Aditya Birla Sun Life Insurance

Authorized Signatory

Each time
open(), a
mechanism
either sus
and later



Prasad Kakkat

Head - Sales HR

I have read and understood all provisions relating to my employment with the organization and I accept all the terms and conditions mentioned in the same.



Name:

Date:



Annexure A

		Fixed Compensation	
		Monthly	Annual
Salary		8750	105000
	Basic Salary	8750	105000
Allowances & Reimbursements		14029	168349
	Housing Rent Allowance	4375	52500
	Education Allowance	200	2400
	Statutory Bonus	1400	16800
	Special Allowance	8054	96649
Gross Salary		22779	273349
Retirals		2221	26651
	Provident Fund (Company Contribution)	1800	21600
	Gratuity	421	5051
Fixed Compensation		25000	300000

FOREVER
LIVING



IMPORTS
(INDIA) PVT. LTD.

**INDEPENDENT
FOREVER BUSINESS OWNER**

JAINAM NARESH MEHTA

910-703-405-005

MAY-23



* 9 1 0 7 0 3 4 0 5 0 0 5 *

3160

Dilip Rathod
8390031313

Niraj Rathod
9890031313



Precise Laser Tech

Metal Laser Cutting



S N. 5, H No1967, Sukhsagar
Nagar, Ambamata Mandir,
27No Galli, Pune - 411046
GST No 27AAXFP6766F17F

Annexure - I
APPOINTMENT LETTER

Date: 27th March 2023

Ms. Aishwarya Virendra Gundecha

Management takes great pride in informing you that you have been appointed as **Web Marketing Executive** in our organization. Presently posted at Office Number C-402, Amanora Chambers, Magarpatta Road, Hadapsar, Pune - 411 004. This appointment shall be subject to the following terms and conditions: -

- Capitalized terms used herein, unless the context otherwise requires, shall have the same meaning ascribed to them in Schedule 1 enclosed herewith and forming an integral part of this Appointment Letter.
- That you will be on initial probation for a period of six months with effect from the date you report for duty. This probation is liable to be extended further for a period of more months at the sole discretion of the Management. During the probation period there will be no leaves granted.
- That on successful completion of your original or extended probation period, your case for confirmation in service will be considered by the Management. You will be considered as confirmed in employment only on issue of communication to you by the Management in this respect. In the absence of a specific written letter of confirmation issued to you, you will be considered to be on extended probation, except in case the Management decides to confirm your services. You will be informed appropriately.
- That after completion of first three months in employment, if you are still under probation/extended probation and not confirmed in employment, as the case may be, management can terminate this employment without any notice. If you prefer to resign from these services of the Company, it will be at the sole discretion of the Management whether you immediately or not, if your resignation is accepted and only if management agrees to release you immediately. You can buy out your notice period by paying salary for the days of notice period which you are not willing to serve. You will be required to serve entire notice period. Your resignation will become effective and final upon acceptance by Management notwithstanding that the communication of the acceptance of resignation has reached you or not. In case of any misconduct on your part, your services can be terminated with immediate effect after assigning appropriate reasons thereof and the Management may not give you any notice or notice pay in lieu of notice or any other outstanding salary(ies), compensation or damages, etc.
- That you will be paid monthly gross emoluments of Rs. 18000 /- inclusive of Basic, HRA and other allowances, per month, subject to deduction of any statutory or other deductions. ("Cost to Company" or "CTC").

Description (Monthly Remuneration)	Amount (In Rs.)
Basic Salary	9000
House Rent Allowance (HRA)	4500
Any Other Allowance	4500
Total Monthly Gross Remuneration / CTC	18000

- That apart from monthly emoluments as stated herein above, the Management may pay performance incentive (quarterly, half-yearly or annually) to you at its sole and absolute discretion and you will not have any say of your own in that. You agree that amount of such performance incentive may vary depending upon level of your performance and decision of the Management in this regard shall be final and binding on you.



Aishwarya
Data Bridge Market Research
Office Number 402, Amanora
Magarpatta Road
Pune - 411004



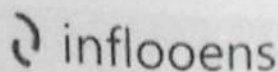
YASHANK RANKA

📍 Khetheshwar Street, Behind Manglam
Showroom Ply Wood , BALOTRA

☎ +91 9521144622, 9929509365

✉ yashankranka07@gmail.com

MFG IN : STANDARD DYED POPLIN & NIGHTY PRINT



inflorens India LLP

LLPIN: AAW-5444 PAN: AAIFI7508K

GSTIN: 27AAIFI7508K170

Offer Letter

Date: - 1st January 2023

To,
Shinde Suraj Narayan,
Flat No. 20 Shruti
Apartment Somji heights
Kondhwa BK pune 411048.

Dear Suraj,

Congratulations! We are pleased to confirm that you have been selected to work for our organization "inflorens India LLP" We are delighted to make you the following job offer.

The position offered is of "Jr. Salesforce Developer "

Your work hours will be from 10.00 AM to 6.00 PM, Monday to Saturday. Benefits for the position also include Casual Leave of 12 days per annum.

We would like you to start work on 1st January 2023 at 11:00 AM. Please report to Office, for documentation. If this date is not acceptable, please contact me immediately.

Please sign a copy of this letter and return it to me by 1st January 2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our organization m/s inflorens India LLP and look forward to working with you.

For inflorens India LLP

Place: Pune

Dr. Sharayu Arun Ghole
Designated Partner
inflorens India LLP

Address: 23, Vaibhav Nagar, Dhankawdi, Pune 411043 - Maharashtra (India)

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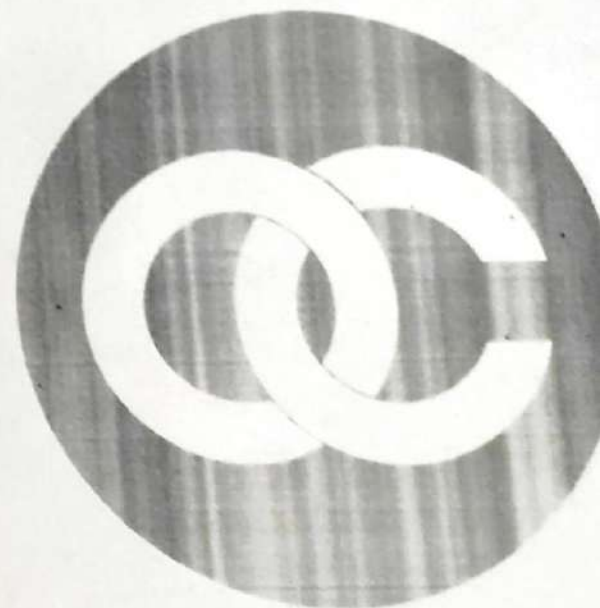
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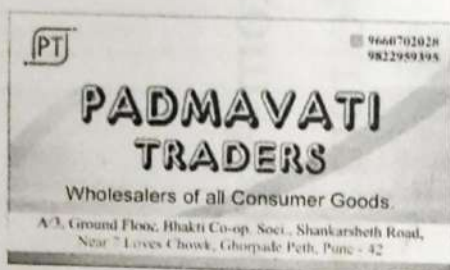
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