

MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S
COLLEGE OF COMPUTER APPLICATION
FOR WOMEN, SATARA
[Faculty: B.C.A., B.A. & B.Com.]
Affiliated to SNDTWU, Mumbai

Criterion 5 – Student Support And Progression

**5.2.1 Average percentage of placement of outgoing students during the last
five years (10)**

Placed Student Appointment Letters/ Id cards etc.

Year 2016-17

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placement Details 2016-17

Sr. No.	Name of Student placed and contact Details	Program graduate d from	Name of employer with contact details	Pay Package at appointment
1	Bagwan Aarjoo kadar Mb.-9405541148	BCA	Cognizant	2,40,000
2	Pandit Gauri Shrikant Mb.-9823100093	BCA	Vascorp Softwares Solutions Ltd.	54000
3	Pawar Dhanashri Sham Mb.-9527510543	BCA	Indian post office	180000
4	Prabhune Shruti Purushottam Mb.-708313195	BCA	APG Learning	60,000
5	Sathe Sanjeet Jitendra Mb.-8412980230	BCA	HCL Technologies ltd	2.15
6	Margaj Leena Nandkishor Mb.-9665299698	BCA	eRPMECHSOFT	120000
7	LANGADE POURNIMA UMESH Mb.-7773969465	Bcom	Arun Tailor & Collection	108000
8	kamble Suvidha Vinayak Mb.-8408096764	BCA	Quantiphi	3,00,000
9	Chavan Medha Ashok Mb.-9607054963	BCA	Infosys	208692
10	Balip Puja Arun Mb.-7887392268	BA (English)	Yourown computer typing and shorthand Institute, Satara	1,08,000
11	Udhani heena premchand Mb.-8421711017	BCA	Marquis Advertising & Marketing Co.Satara	1,20,000
12	Jagdale kajal Suhas Mb.- 8626046959	BCA	Marquis Advertising & Marketing Co.Satara	1,20,001
13	Inamake dhanashree Digambar Mb.-84838091	BCA	shanbag jr. college	38,400
14	Godbole Manasi Bhalchandra Mb.-888891308	BCA	Acme infovision system Pvt LTD	84000
15	Attar Aiman Yusuf Mb.-9552376844	BCA	Acme infovision system Pvt LTD	84000
16	Patil Madhura Mahesh Mb.-8626018855	BCA	Court Patan	as per. Govenment Rule
17	Bhosale Gouri Nandakumar Mb.-8408028628	BCA	Creative People Advertisement	30000
18	Chorat shradha Vinayak Mb.-7709880521	BCA	Creative People Advertisement	30000
19	Kshirsagar aishwarya Arvind Mb.-976740121	BCA	Creative People Advertisement	30000


IQAC
Cordinator



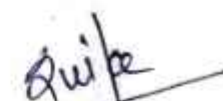

I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placement Details 2016-17

Sr. No.	Name of Student placed and contact Details	Program graduate d from	Name of employer with contact details	Pay Package at appointment
20	Shelar Ashwini Ganesh Mb.-7387963718	Bcom	Yashoda Shikashan Prasarak Mandal	1,11,600
21	Patekar pooja Baban Mb.-9637694201	BCA	Creative People Advertisement	30000
22	NANGARE ARPITA SURESH Mb.-0986796	BCom	Syngience Business Solutions	84000
23	Salunkhe Priyanka Devendra Mb.-907568133	Bcom	Government Job	As per state Government Rule
24	Pranjali Ankush Gujar Mb.-8329159793	BCom	Deutsch Bank (Thrid party payroll with Pamac)	3.5 PY


IQAC
Coordinator




I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)

18-Dec-2017

Dear Aarjoo Kadar Bagwan,
BCA, Computer Applications
College of Computer Application for Women, Satara



Candidate ID – 11213103

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.240,982/-**. 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 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://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Aarjoo Kadar Bagwan

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		192,504
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		3,750
	Annual Total Remuneration		212,254

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com>->Total Rewards App for more details



Softwares

Development of Software Products	Web apps development	Customized solutions
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+ 91 - 2162 - 22 20 93 / 942 389 0793

prasadgramopadhye

vaasorp@gmail.com

www.vascorp.in

To,
Miss. GauriShrikantPandit.
Plot No. 44, "Raghukul", Sahajeevan housing society,
Vilaspur, Godoli, Satara. 415 001.

Date 17/04/2017

Subject Appointment for the post of Software support.
Reference Your job application for the same.

Dear Miss Gouri,

We are happy to convey you that, you are appointed as Software support trainee with our organization w.e.f. 17 April 2017. Your appointment is subject to the following conditions.

- 1 Date of appointment**
Your date of appointment is effective from 17 April 2017.
- 2 Validity of this appointment letter**
This appointment letter is valid till the company continues with ongoing project assigned to you. Further continuation depends on availability of projects.
- 3 Compensation**
In consideration of the full and faithful performance of services required of you by the Company, you will receive a monthly compensation of Rs. 3000/- for the first month of training period. Thereafter, you will receive Rs. 4500/- every sub-sequent month, for one year.
- 4 Review of compensation**
Your compensation will be reviewed on yearly basis as deemed appropriate by the company. Changes to your compensation will be discretionary and will depend on relevant factors including the quality, performance and extent of Services provided by you.
- 5 Working / visiting destinations**
Company may ask you to work at any destination.
- 6 Working hours and weekly off**
You are required to start your daily work at 10:00 am in the company which will continue till 6:00pm. Weekly off will be on every Sunday, which may change if required. You will have to compensate your working hours on holiday, for the working days you miss.
- 7 Leaves**
You would be eligible for paid leaves / casual leaves as per the rules and regulations of the company. As per company rule, staff can avail fifteen (15) paid leaves and twelve (12) casual leaves in a year. Paid leaves can be availed only after one year of confirmation. These leaves are applicable only after completing the probation period.

Gauri
17/04/2017

Vascorp Softwares




528/A/5, "Nitiraj" bungalow, Ground floor, Near Agate Classes, Behind Hotel Monark, Powalnaka, Satara 415 002, [

**India Post****भारतीय डाक****PROVISIONAL ENGAGEMENT LETTER****PNMFL/BII/Provisional Appt./GDS BPM/ Sangrun /2020-21 dtd17.08.2020**

Sri/Smt. DHANASHRI SHAM PAWAR S/o w/o D/o SHAM
is hereby provisionally engaged as GDS BPM, Sangrun B.O BO a/w
Pirangut S.O SO with effect from 17/08/2020. He/She shall be paid
TRCA as are admissible from time to time. His/her date of birth is 12/02/1997.

Sri/Smt. DHANASHRI SHAM PAWAR should clearly understand
that his/her engagement as GDS BPM/MC/MD/SV/MM/Pkr is subject to verification of original
certificates from the respective issuing authorities and shall be in the nature of contract liable to be
terminated by him or by the undersigned by notifying the other in writing and that his/her
conduct and service shall also be governed by the Department of Posts Gramin Dak Sevaks
(Conduct and Engagement) Rules, 2011 as amended from time to time.

If these conditions are acceptable to him/her, he/she should communicate his /her
acceptance in the enclosed proforma.


SP, Pune Moffusil
Pune Moffusil Division
Pune Moffusil

✓ To (Regd AD)

Sri/Smt. DHANASHRI SHAM PAWAR

1522 laxmi niwas, AJINKYATARA ROAD

GODOLI, SATARA - 415001

Copy To: (By Regd)

1. The IP/ASP, Pune Moffusil West Sub division for information.
2. The Postmaster, Shivajinagar H.O HO for information. The memo of
descriptive particulars, Declaration, attestation form, oath of allegiance, Health
certificate and Conduct Certificate are enclosed.
3. The Sub Postmaster, Pirangut S.O SO for information.



Date: 05/01/2019

Ms. Shruti Prabhune

Satara.

Subject: Letter of appointment for Sales Counselor cum Receptionist.

Ms. Shruti,

We are pleased to offer you employment in our institute in the capacity of Sales Counselor cum Receptionist stating employment on 07/01/2019.

You will be on probation period of six months which may be reduced or further extended at the sole direction of the organization. Your salary will be Rs 5000/- per month inclusive of all benefits.

Please sign on duplicate copy of this letter as an evidence of your acceptance.

We are pleased that you will be working with our institute and look forward to your success.

Vikram Dhumal

Proprietor

Varsha's Academy.



Franchise Address - Varshas Academy

Laxmi Plaza, D Wing, First Floor,
Visawa Naka, Sadarbazar, Satara 415002
+91 9422603106 / 02162 237237
contact@apglearning.in
www.apglearning.in

HCL TECHNOLOGIES LTD:

Division: Business Services
B-34/3, Sector 59, Noida 301 301, UP, India
Tel +91 120 4364200, Fax +91 120 2589688
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi- 110019, India
CIN- L74140DL1991PLC046369
www.hclbpo.com
www.hcl.com

Date: March 4, 2019

Private and Confidential

Sanjeet Jitendra Sathe

**15, Shikshak Colony, sadarbazaar, satara,
Satara,
Maharashtra,
India - 415002**

Document ID - 153d0b3e-f893-4bb3-9a46-734182f6253a

Dear Sanjeet Jitendra,

With reference to your application and subsequent interview, we are pleased to make you an offer - cum - appointment with **HCL Technologies Ltd., - BUSINESS SERVICES ("BSERV" or "HCL" or "Company")** as **Customer Service Representative**. You are required to report on March 6, 2019 at 09:00 a.m., at the address: **HCL Technologies Ltd., - BUSINESS SERVICES, Pune-Magarpatta City SEZ, Twr 7, Wing A&B.**

- Your annual compensation would be **Rs. 215000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the**

Signature of the employee

HCL

eRPMechSoft Technologies Pvt. Ltd

IT Consulting Company

Annexure A

Name : Leena Margaj
Role Title : Oracle Technical Consultant
Base Location: Pune, India

Components of CTC	Per Month (INR)	Per Annum (INR)
Basic Salary	5000	60,000/-
Total Compensation	5000	60,000/-
Cost To Company (CTC)		60,000/-

Note: Medical Insurance for Self when working onsite


R K Gholap
Director




Leena Margaj

ARUN COLLECTION

284 SOMWAR PETH SATARA 415002 PH:- 02162-230722 MOB:- 9422603547

DATE: - 27/07/2018

NAME: POURNIMA UMESH LANGADE
ADDRESS: 270, YADAVGOPAL PETH, SATARA
TAL: SATARA DIST: SATARA
PIN: 415002

Sub: Letter of Appointment

DEAR SIR/MADAM

This has reference to your application and subsequent interview had with you. We are pleased to offer you the position of **Accountant** in our **Arun Collection** based at **Satara**. Your employment will be governed by the following terms and conditions:

1. Date of Appointment

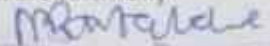
Your date of appointment as per Showroom records is **1st August 2018**

2. Responsibilities

In view of our showroom, you must effectively perform to ensure results. Your performance would be reviewed as per the Showroom Performance Management System.

We welcome you to the **Arun Collection** family and trust we will have a long and mutually rewarding association.

Yours faithfully


Nilesh Arun Bartakke
(Proprietor)

↑

प्रोप्रायटर

13th January 2020

Ms. Suvidha Kamble

Email id: suvidhak96@gmail.com

Dear Ms. Suvidha,

We are pleased to offer you the position of a **Framework Engineer - Consultant** in Quantiphi Analytics Solutions Private Limited ("Quantiphi" or "Company") for a period of six months effective January 13, 2020 or at such time as may be agreed to between the Company and you. In any event, the date of joining cannot be later than January 13, 2020. Your internship stipend during your tenure in the company on a cost-to-company basis will be **Rs. 25,000/- (Twenty-Five Thousand only) per month**. A detail of your compensation package is in Annexure 1 of this letter.

Your appointment will be governed by the following terms and conditions:

1. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
2. Your initial work place will be **Mumbai**. You will be liable to transfer in such capacity as the Company from time to time determine to any other location, department, establishment or client of the Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
3. You will be required to work 8 hours a day, excluding lunch and tea breaks. All Saturdays, and Sundays in a month will be off. Weekly offs will be governed by the roster and as applicable and as per Company policies and regulations from time to time.
4. You will be entitled to one leave per month during the tenure of your internship.
5. You may be required to undertake intercity travel on Company work and you will be reimbursed travel Expenses for this as per Company rules.
6. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
7. The type of employment is Internship with the Company, during which you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
8. This contract of Internships is terminable by either party giving one (1) months' notice period for no cause. During the period of your Internship, however, the Company may terminate the contract by giving one week's notice period.
9. The Company can forthwith terminate your Internship without notice or any payment in lieu thereof on grounds of:
 - a. any information furnished by you in your application for Internship or during the selection process is found at any time during your Internship to be incorrect, misleading or false, and/or
 - b. if you have suppressed material information regarding your qualifications and experience,
 - c. Breach of Company policy/ies or misconduct by you either with fellow employees/interns/clients/customers, etc.
 - d. Your performance is found to be unsatisfactory
10. You confirm that there is no litigation/conviction/case/suit against you before any court of law or any regulatory or statutory authority which involves any criminal offence or offence involving moral turpitude or any civil matter or domestic matter.
11. You will be required to maintain high standards of personal conduct and integrity and keep yourself informed and compliant about Company policies.
12. In case you absent yourself for a continuous period of 8 days without information and/or prior approval of your supervisor, the Company can forthwith terminate your Internship without notice or any liability towards any payments or dues owing or owed to you. The Company also reserves to take any action it deems fit due to such absence by you, including informing your employer, if any, or addressing the issue publicly through any medium.

ML
2/1/20



13. During the term of your Internship and for a period of 2 (two) years after your Internship, you shall not, either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other employee, intern, customer, service provider, etc., away from the company or engage in any activity which is competitive to the business of the Company.
14. During your association with the Company information in various forms will be shared with you, some of this information will be of a classified nature. You will be expected to protect any such information. You shall not during your said Internship or at any time thereafter divulge or disclose to any person whomsoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company any information or material pertaining to the Company either directly or indirectly. All inventions, improvements and discoveries made by you (either alone or jointly with another person(s)) during your association with the Company will become the property of the Company. As a condition of your Internship, you will be required to sign the Company's standard form of Confidentiality, Non-Disclosure and Intellectual Property Assignment Agreement attached as **Exhibit I** to this Agreement at the time of your joining. The Company retains sole ownership of any and all the intellectual property rights relating to copyrights or any other rights created pursuant to your Internship with the Company and concerning work undertaken while in the Internship of the Company.
15. As discussed with you, we understand that you have a few disclosures to be made to the Company in line with the Company's policies. The true, accurate and complete list of disclosures is as specified in **Exhibit I** to this Agreement. You expressly confirm and agree that with respect to the disclosure made by you in **Exhibit I**, the subject matter of disclosure will not in any manner hinder, hamper, adversely affect or cause any kind of nuisance or disturbance to the Company, its employees and its interns. Neither will such subject matter of disclosure adversely impact or affect your performance as an intern of the Company. In this regard, you expressly agree, acknowledge and undertake to indemnify the Company, its officers, employees, interns and Directors against any and all suits, claims, orders, proceedings, etc., which may be brought against them or due to which they face any kind of consequences either directly or indirectly.
16. You are allowed to use your personal electronic devices for work purposes when authorized in writing, he/she is expected to exercise the same discretion with regards to Quantiphi Analytics Solutions Pvt Ltd policies pertaining to harassment, discrimination, retaliation, trade secrets, confidential information and ethics. You must delete all Company database during the time of exit. The device will also be checked by the IT team as a security measure.
17. At the time of completion of your Internship you will immediately hand over to the Company all correspondence, documentation, data, software, materials, business cards, pen drives, mobile phones, laptops, pad's etc. belonging to the Company, its clients or relating to its business and shall not make or retain any copies of these items.
18. Your medical benefits and assistance, leave and holidays, hours of work, the other various intern benefits you are entitled to, etc., shall be in accordance with relevant policies formulated by the Company and contained in the Manual of Policies, a copy of which will be furnished to you at the time of your joining the Company.
19. During your association with the Company, you are expected to respect and adhere the Company values and beliefs and protocol. It is important for us that every person who works with the Company understands what we value in our work, our people, and our interactions with the outside world. The expected behavior, conduct with colleagues and fellow employees or interns and customers, vendors, etc., are more fully detailed in the policies.
20. This agreement cannot be assigned to any third party by the intern.
21. This Agreement will be governed by the laws of India. All disputes arising pursuant to this Agreement will be resolved in accordance with the provisions of the Arbitration and Conciliation Act, 1996. The venue for arbitration shall be Mumbai and shall be conducted in English language. The Parties submit themselves to the exclusive jurisdiction of the Courts of Mumbai.

Terms of this offer letter shall be kept strictly confidential.

Welcome to Quantiphi. We take this opportunity to wish you all the very best and look forward to your contribution in making Quantiphi a great organization.

Yours sincerely,
For Quantiphi Analytics Solutions Private Limited,

Mohini Paichowdhury
HR Manager

9/1/20

Name: Suvodha Vinayak Kamble
Date: 13/01/2020
Signature: Kamble

Please indicate your acceptance of the terms by signing and returning the duplicate copy.



Annexure 1**Compensation Structure**

Remuneration per Month	Fixed Stipend	25000
	Total	25000

A maximum amount of Rs.5,000 will be paid additionally at the end of the internship tenure towards actual expenses incurred on travelling to Mumbai.

This is to certify that I have read this Offer Letter, the Employee Confidentiality Agreement, Intellectual Property Assignment Agreement and all the other policies and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.

Signature:

Kamble

Name:

Suvidha Vinayak Kamble**Documents to be submitted on joining:**

- Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and post-graduation).
- Proof of date of birth.
- Proof of current address.
- PAN Card.
- Copy of latest valid passport.
- Latest Passport size photograph.
- Banking details (bank name, branch name, account no., IFSC code of the branch).

ML
2/1/20



CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT

THIS CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT (the "Agreement") is entered on this January 13, 2020 between Quantiphi Analytics Solutions Private Limited (the "Company"), and Ms. Suvidha Kamble ("Intern"). In consideration of the commencement of Intern's Internship and the compensation paid to Intern, Intern hereby acknowledges and agrees with the Company as follows:

1 EFFECTIVENESS

This Agreement shall become effective on the earlier of (i) the date of commencement of Intern's Internship with the Company, or (ii) the date and time at which any Confidential and Proprietary Information (as defined in Section 2 below) was or is first disclosed to Intern.

2 CONFIDENTIAL INFORMATION

In the context of this Agreement, the term "Confidential Information" means the Confidential Information of the Company including its affiliates as set forth below (collectively the "Company").

(a) Company Intern Information which includes but is not limited to:

- (i) tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers;
- (ii) Intern/personnel database, any information or data pertaining to or in relation with the past and current Intern of the Company;
- (iii) transaction details such as names or address, terms of services, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- (iv) customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- (v) all data and information collected from the worldwide web or through any other medium to further the business of the Company.

(b) Company Intellectual Property which includes but is not limited to:

- (i) all Indian or International and foreign patents and applications to copyrights, copyrights registrations and applications therefore, and all other rights corresponding thereto throughout the world;
- (ii) all inventions (whether patentable or not), invention disclosures, improvements, trade secrets, proprietary information, know how, technology, technical data, data, information and customer lists, and all documentation relating to any of the foregoing;

- (iii) all Intern domain names, universal resource locators;
- (iv) all Software, whether owned or licensed by the Company;
- (v) all Industrial property and Industrial designs and any registrations and applications therefore throughout the world;
- (vi) all trade names, logos, common law trademarks and service marks, trademark and service mark registrations and applications therefor throughout the world;
- (vii) all databases and data collections and all rights therein throughout the world;
- (viii) all moral rights of authors and inventors, however denominated, throughout the world.

(c) Company Business Information which includes but is not limited to:

- (i) business plans, mechanisms, business related functions, activities business systems, processes and services;
- (ii) trade secrets, business strategies, marketing strategies, methods of operation and market information;
- (iii) other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities.

3 PROTECTION OF CONFIDENTIAL INFORMATION

- (a) **Company Information.** Intern agrees that at all times during or subsequent to his/her Internship, he/she will hold in trust, keep confidential and not disclose to any third party or make any use of the Confidential Information except for the benefit of the Company. Intern further agrees not to cause the transmission, removal or transport of Confidential Information from the Company's places or business or such other place of business specified by the Company, without prior written approval of the Company.

- (b) **Usage of Confidential Information:** Any receipt of the Confidential Information shall be solely for the purpose for which the Intern is employed in the Company. Without limiting the generality of the foregoing, the Intern further agrees:

- I. to protect and safeguard the Confidential Information against unauthorized use, publication, copying or disclosure, whether by the Intern or others;
- II. not to, directly or indirectly, in any way, reveal, report, publish, copy, disclose, transfer, divulge to anyone including future employers, or



- otherwise use any of the Confidential Information except as specifically authorized by the Company in writing;
- iii. not to use any Confidential Information to unfairly compete or obtain unfair advantage vis a vis the Company in any commercial activity which may be comparable to the commercial activity carried on by the Company from time to time;
- iv. That upon learning of any wrongful use or treatment of Confidential Information, the Intern will promptly inform the Company and will cooperate in full with the Company to protect such Confidential Information.
- (c) **Former Employer Information.** Intern agrees that Intern will not, during the time that Intern is employed by the Company, improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and that Intern will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, Person unless consented to in writing by such employer, Person.
- (d) **Third Party Information.** Intern recognizes that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. Intern agrees to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any Person or to use it except as necessary in carrying out Intern's work for the Company consistent with the Company's agreement with such third party.
- 4 INVENTIONS.**
- (a) **Assignment of Inventions.** Intern agrees that Intern will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby perpetually assigns to the Company, or its designee, all Interns' right, title, and interest, including moral rights, and on a worldwide basis, in and to any and all inventions, original works of authorship, technological developments, developments, concepts, improvements or trade secrets, whether or not patentable or registerable under copyright or similar laws, which Intern may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time Intern is retained by the Company (collectively referred to as "Inventions"). Intern further acknowledges that the ownership of all original works of authorship which are made by Intern (solely or jointly with others) within the scope of and during the period of Interns' services Company and which are protectible by copyright are shall at all times remain with the Company in terms of Section 17 (c) of the Copyright Act, 1957 of India.
- (b) **Maintenance of Records.** Intern agrees to keep and maintain adequate and current written records of Inventions made by Intern (solely or jointly with others) during the period of time Intern is retained by the Company. The records will be in the form of

notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to and remain the sole property of the Company at all times.

- (c) **Patent and Copyright Registrations.** Intern agrees to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. Intern further agrees that Interns' obligation to execute or cause to be executed, when it is in the Interns power to do so, any such instrument or papers shall continue after the termination of this Agreement. If the Company is unable because of Interns mental or physical incapacity or for any other reason to secure Interns signature to apply for or to pursue any application for any Indian or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then Intern hereby irrevocably designates and appoints the Company and its duly authorized officers and agents as Interns' agent and attorney in fact, to act for and in Interns' behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by Intern.

5 NO RIGHT TO CONFIDENTIAL INFORMATION AND INVENTIONS.

The Intern agrees and acknowledges that nothing herein shall be construed as a grant by the Company of any license, directly or by implication, estoppel or otherwise, in any Confidential Information. The Company claims and reserves all rights and benefits afforded under Indian and International Copyright laws in all software programs included in the Confidential Information as copyrighted works. The binary or object code version of such software programs may under no circumstances be reverse-engineered or reverse-compiled by the Intern.

6 TERMINATION OF INTERNSHIP.

- (a) **Delivery of Documents and Data Upon Termination of Internship.** In the event of termination (voluntary or otherwise) of Intern's Internship with the Company, Intern agrees, promptly and without request, to deliver to and inform the Company of all documents and data pertaining to his/her Internship and the Company's Confidential Information, whether prepared by Intern or otherwise coming into his/her possession. Intern will not retain any written or other tangible material containing any information concerning or disclosing any other Company's Confidential information except that financial information that



he/she is entitled to possess in the capacity of an Intern.

- (b) Obligations of Intern Subsequent to Internship.
in the event of termination of Intern's Internship with the Company Intern agrees that he/she will protect the value of the Confidential Information and prevent the misappropriation or disclosure thereof. Intern will not disclose or use to his/her benefit (or

the benefit of any third party) or to the detriment of the Company any Confidential Information.

2 INTERNSHIP AGREEMENT


This Agreement shall at all times be read in conjunction with the Internship Agreement dated January 13, 2020 and shall be deemed as an integral part and ancillary to the Internship Agreement.

COMPANY



9/1/20
Name : Mohini Palchowdhury
Designation : HR Manager
Date : January 13, 2020

INTERN



Name : Suvidha Vinayak Kamble
Date : 13/01/2020



02/11/2017

Welcome to Rediffmail: Inbox

rediffmail

Mailbox of bca_college

Subject: Infosys: DOJ in November(BCA Satara college)

From: KBjoshi BCA Placements <kbjoshibcaplacement@gmail.com> on Sun, 29 Oct 2017 07:50:24
To: Nikam Madam satara <nikam_samiksha@rediffmail.com>, Satara BCA <bca_college@rediffmail.com>
Cc: Sayankar Madam <swatisayankar@rediffmail.com>

Dear Training & Placement officers

Greetings from K.B.Joshi Institute of Information Technology!

This is to inform you that Infosys has rolled out the offer letter for the below mentioned students and the students would have received it as well. Their DOJ is

20th November,2017. Request you to kindly inform the students about the same.

11702306	College Of Computer Application For Women,Satara	Ms.	Medha Ashok Chavan

Heartiest Congratulations.

Regards

Rupali Saraf

मोबाईल-९४२२०३१८९७

सरकार मान्य

स्थापना-१९४१

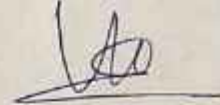
युवर ओन टाईपरायटिंग अँड शॉर्टहँड रुम,

२२६, आंबिका भुवन, तांदुळ आळी, सातारा शहर

कोड नं. ४२००९

दिनांक :- ०९/०२/२०२१

कु. पूजा अरुण बळीप, रा.गजवडी, ता.जि.सातारा या आमच्या क्लासमध्ये जानेवारी २०१८ पासून आज अखेर संगणक टंकलेखन सहाय्यक निदेशक म्हणून कामकाज पहात असून त्यांची कामकाजाची वेळ दुपारी १२.०० ते सायंकाळी ०७.०० अशी आहे.



प्राचार्य

युवर ओन कॉम्प्यु. टायपिंग & शॉर्टहँड इन्स्टि.
२२५/२२६, सोमवार पेठ,
तांदुळ आळी, सातारा.
४२००९००६५९३९

MARQUIS

Advertising & Marketing

Date: 09/02/2017.

OFFER LETTER

To:

Mrs. Heena Premachand Udhanl,

Krishnakunj Appt., Near Gol Maruti Mandir,
Satara, 415002.

Dear Ms. Heena,

After the subsequent interviews and selection process, we are pleased to inform you that, you have been selected for the post of Executive-Planning.

Your posting will be at our H. O. at Satara.

You have to join your duty from 2nd May 2017.

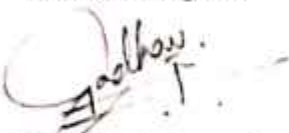
You will be on probation for 6 months.

Your CTC for this period will be 1,20,000/- PA. (Rs. One lakh Twenty Thousand) The details of CTC are as follows:

Details	Monthly	Annually
Basic Salary	10,000	1,20,000.00
Less ESIC	527	6324
Less PF	1996	23952
Less PT	200.00	2500.00
Total	7,277	87,324.00

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

Thanks and Regards


(Authorised signatory)

For Marquis Advertising and Marketing



MARQUIS

Advertising & Marketing

Date: 09/02/2017.

OFFER LETTER

To:

Ms. Kajal Suhas Jagadale,

Shahunagar, Near D. P. Bhosale College,

Koregaon, Dist. Satara, 415 501

Dear Ms. Kajal,

After the subsequent Interviews and selection process, we are pleased to inform you that, you have been selected for the post of **Executive-Operations**.

Your posting will be at our H. O. at Satara.

You have to join your duty from 2nd May 2017.

You will be on probation for 6 months.

Your CTC for this period will be 1,20,000/- PA. (Rs. One lakh Twenty Thousand) The details of CTC are as follows:

Details	Monthly	Annually
Basic Salary	10,000	1,20,000.00
Less ESIC	527	6324
Less PF	1996	23952
Less PT	200.00	2500.00
Total	7,277	87,324.00

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

Thanks and Regards


(Authorised signatory)



For Marquis Advertising and Marketing



Shamsundari Charitable & Religious Society's
K. SHAMRAO DASAPPAYYA SHANBHAG VIDYALAYA
& Jr. COLLEGE OF ARTS, COMMERCE & SCIENCE
(Self Financed English Medium)

Dedicated to Education, Sports & Co-curricular Activities for Overall Development

ORDER OF APPOINTMENT

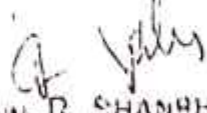
Date: 18/08/2018

To,
Ms. Dhanashri Digambar Inamake,
Satara.

With reference to your application dated 17/08/2018, I have pleasure in informing you that you have been appointed as a **Lecturer** for **IT** on **CHB** basis in our Junior College @ **Rs. 200/-** with effect from 18-08-2018.

1. Your appointment is purely Temporary on Contract basis
2. You will have to undergo a medical examination by a Civil Surgeon within 3 months of the appointment. The appointment would be on the condition that you are free from any communicable disease and that you are physically fit to be employed as a staff of the school.
3. The salary offered by this Government Recognized, Self Financed English Medium Junior College is acceptable to you.
4. If a reply accepting the appointment is not received within **Two** days, the post will be filled otherwise.

Yours faithfully,


VANCHAL R. SHANBHAG
DIRECTOR
Shamsundari Charitable & Religious Society
Satara, K. S. D. (P. 200)
K. S. D. SHANBHAG VIDYALAYA SATARA

Behind Bhoo Vikas Bank, Daulatnagar, Satara - 415004

☎ : 02162-238933, 232095, E-mail : ksdsv@yahoo.co.in, Web. : www.ksdshanbhagvidyalaya.com



**Acme
Infinity**
SOFTWARE FOR JEWELLERY

P 4/4, IT Park, M.I.D.C. Satara- 415004. Tel : 91- 02162- 233549, 239967 Tele. Fax : 91- 02162 - 226394

E-mail : info@acmeinfinity.com, sales@acmeinfinity.com, www.acmeinfinity.com

Date: 21.09.2017

To,
Ms. Manasi Bhalchandra Godbole,

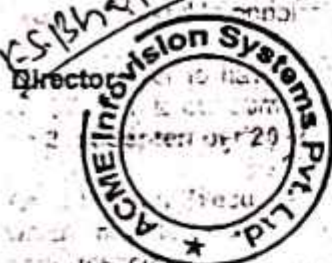
We are pleased to appoint you in the position of **Support Executive**.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Support Executive** will commence on **21st September 2017**.

As a Support Executive, you will be entitled to a monthly starting remuneration of **Rs.7,000/- PM** which indicates cost to company. You will be on a probation period of Six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at Acme Infovision Systems Pvt. Ltd, Satara is dependent on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatsoever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Acme Infovision Systems Pvt. Ltd, Satara on the given date.

Yours faithfully
For Acme Infovision Systems Pvt. Ltd,



You signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Acme Infovision Systems Pvt. Ltd, Satara on the given date.

Yours faithfully
For Acme Infovision Systems Pvt. Ltd,



Alman attar - 2016



E-mail: info@acmeinfinity.com, sales@acmeinfinity.com, www.acmeinfinity.com

Date: 20.09.2017

To,
Mr. Alman Yusuf Attar,

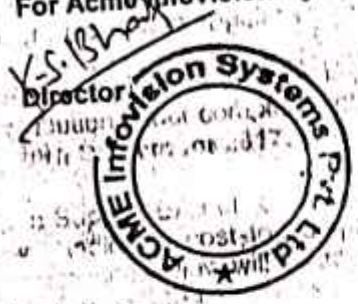
We are pleased to appoint you in the position of **Support Executive**.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Support Executive** will commence on **20th September 2017**.

As a **Support Executive**, you will be entitled to a monthly starting remuneration of **Rs.7,000/- PM** which indicates cost to company. You will be on a probation period of **Six months**. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at **Acme Infovision Systems Pvt. Ltd, Satara** is dependent on your successful completion of the probationary period. Your salary will be reviewed after a period of **6 months** and thereafter every **12 months**. You will be entitled to all allowances and benefits whatsoever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining **Acme Infovision Systems Pvt. Ltd, Satara** on the given date.

Your's faithfully,
For **Acme Infovision Systems Pvt. Ltd,**



Accepted by the management



इतिहास पोस्ट परत पावतीने

जा.मं.अ. / मधीपम / ४ / ४/११/२०१५.
जिल्हा न्यायालय, सातारा.
दिनांक :- २४ / ०५ / २०१५.

(लघुलेखक ग्रेड-२ प्रतिष्ठा शादी करार्क ११)

पति,

गणेश महेरा पाटील
२१-२२-२३ गिरीश्वर, सातारा
तारिख सातारा



विषय :- " लघुलेखक ग्रेड-२ " पदावरील नेमणुकी बाबत

उपरोक्त विषयास अनुसरून आपणांस कळविणेत येते की, या कार्यालयाच्या कार्यालयातील आदेश क्रमांक बी/मधीपम/४/४/११/२०१५ , दिनांक २४/०५/२०१५ अन्वये आपली नेमणुक या जिल्हा न्यायालयाचे अधिपत्याखाली असलेल्या गिरीश्वर मधीपम, पाटील या कार्यालयाच्या आदेशाप्रमाणे " लघुलेखक ग्रेड-२ " या पदावर दिनांक ०२/०६/२०१५ पासून करणेत आलेली आहे. सदरील कार्यालयातील आदेशानुसार आपण आपले निधुनतीचे ठिकाणी दिनांक ०२/६/२०१५ चे कार्यालयातील नेलेपुती निवचुन स्वस्तचिनी हजर राहाने, तसेच आपण जर दिनांक १०/६/२०१५ पर्यंत आपले नेमणुकीचे ठिकाणी " लघुलेखक ग्रेड-२ " या पदावर निधुनती निवकारून लुप्त शाला घापी, तर आपली नेमणुक रद्द करवून आपले मांन प्रतिष्ठा शादीतुन कमी करणेत येईल, याची आपण नोंद घ्याती.

० तसेच आपण सदरची नेमणुक निवकारलेनंतर एक महिन्याची पूर्व नोटीस न देता पदाचा शजीवाग्रा दिल्या नु आपलेकडून एक महिन्याचे पदास इतकी स्वतःचा वसुल कोली जाईल, याची नोंद घेणेची आहे.

आदेशावरून

१६/०५/२०१५

२. प्रसंगिक

जिल्हा न्यायालय सातारा

१६/०५/२०१५

२.५.०५.१५

प्रमुख जिल्हा न्यायाधीश, सातारा.

rediffmail

Mailbox of bca_college

Subject: List of Selected Candidates

From: Shrinivas Dongare <shrinivas.224@gmail.com> on Wed, 19 Apr 2017 13:17:07

To: Samiksha Nikam <bca_college@rediffmail.com>

Dear Madam,

Please find below the list of candidates which are selected as trainee for our unit. The period for training is six months from joining date. During training period each candidate will get stipend of Rs.2500/- per month.

- 1)Gouri Nandkumar Bhosale(BCA) 8408028628
- 2)Shraddha Vinayak Chorat (BCA) 7709880521
- 3)Aishvarya Arvind Kshirsagar (BCA) - 9767401217
- 4)Ashwini Ganesh Shelar (TY B.Com)- 7387963718
- 5)Pooja Baban Patekar (T.Y. BA)- 9637697201

Thanks for your kind co-operation.

With best Regards
For Creative People Advertisements

Shrinivas Dongare

rediffmail

Mailbox of bca_college

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- 5)Pooja Baban Patekar (T.Y. BA)- 9637697201

Thanks for your kind co-operation.

With best Regards
For Creative People Advertisements

Shrinivas Dongare



YASHODA SHIKSHAN PRASARAK MANDAL, SATARA

Regl. No. - Maharashtra/13056/Satara

Office - 'Yashobal', Yashodanagar, Godoli, Near NH-4, Satara - 415004,

Phone No: - 02162-237121, 271238/39/40, Fax : 02162-271239

E-mail id: - yspmadmin@yes.edu.in, Website: www.yes.edu.in

Prof. Dasharath Sagare
Founder President

Prof. Ajlukya Sagare
Vice-President

Mrs. Sadhana Sagare
Secretary

Ref. No.: YSPM/ATC/EST/ J 6 1 /2018-19

Date - 12/09/2018

ORDER OF APPOINTMENT

To,
Mr. Shelar Ashwin Garesh
At/Post- Mhasave,
Tal. Dist. - Satara.
Mo. No. 7387963718

With reference to your application dated 09/09/2018 & subsequent interview on 09/09/2018 before the local staff selection committee for the post of **Accountant**, the undersigned is pleased to inform you that you are hereby appointed as **Accountant**, for Yashoda Shikshan Prasarak Mandal's Yashoda Technical Campus, Faculty of Engineering, Satara, with effect from **11/09/2018** or the date you report for duty.

Your appointment is subject to the following terms & conditions that

- 1) Your appointment will be purely temporary on contract basis from **11/09/2018** or the date you report for duty up to **30th April 2019** for the academic year 2018-19. After expiry of the above period, your services shall stand terminated without any notice.
- 2) You will be paid basic salary of Rs. 9300/- per month in the scale of 9300-34800 + ACP 4200/-.
- 3) You will not conduct or engage yourself in any private tuition or private coaching classes, paid job, part time or otherwise, during the continuance of your service in above mentioned faculty / college without prior permission of the competent authority of Yashoda Shikshan Prasarak Mandal, Satara.
- 4) If you are found absent without prior permission or intimation & notice your services will stand terminated automatically.
- 5) After completion of your appointment period, you will get terminated automatically. For this purpose you will not be intimated by a separate notice/order/letter.
- 6) You will not have any right or any claim on this post when your appointment period is over.
- 7) There are minimum numbers of students prescribed for the subject/course for which you are appointed.
- 8) Your appointment will be purely temporary on contract basis and you will not be entitled to get any payments & other benefits from Government of Maharashtra & benefits received by a regular teacher.
- 9) You will report to the Principal and submit a joining report and shall furnish the original documents for verification and submit true copies of the same along with the copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate discharge / relieving certificate, last pay certificate, change name certificate (if any), etc. before joining your duties.

P.T.O.

rediffmail

Mailbox of bca_college

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- 4)Ashwini Ganesh Shelar (TY B.Com)- 7387963718
- 5)Pooja Baban Patekar (T.Y. BA)- 9637697201

Thanks for your kind co-operation.

With best Regards
For Creative People Advertisements

Shrinivas Dongare

SERVICE CONTRACT

THIS CONTRACT made on this 17th May, 2019 between **SYNGIENCE BUSINESS SOLUTIONS PVT. LTD.** having its registered office at 156, D J Dadajee Road, Tardeo, Mumbai 400 034 hereinafter referred to as the 'COMPANY' of the First Part and **MS. ARPITA NANGARE** residing at 2/4 13, Sindhusagar Gruh Nirman So. Building No. 2, Keshvrao Kadam Marg, Near ST Depot, Mumbai Central, Mumbai 400008, AND with her permanent address at the same address as above, hereinafter called MS. ARPITA NANGARE on the Second Part.

WHEREAS the COMPANY of the First Part desires to engage MS. ARPITA NANGARE of the Second Part and WHEREAS MS. ARPITA NANGARE of the Second Part expressed that she would like to offer her services on contract rather than by way of regular employment, and WHEREAS, both the COMPANY and MS. ARPITA NANGARE have considered it expedient that the terms and conditions of the contract of engaging the MS. ARPITA NANGARE the COMPANY should be reduced in writing and incorporated in this contract.

NOW, THEREFORE, THIS CONTRACT WITNESSETH and the Parties hereunto agree as follows:

MS. ARPITA NANGARE date of entering into this CONTRACT has been recorded as 21st January, 2019

1. That MS. ARPITA NANGARE shall serve the Company for an initial period of ONE YEAR from 21st January, 2019 20th January, 2020. That at the end of the Contract period, aforesaid, the contract may be renewed by a mutual consent for such period and on such terms and conditions as may be agreed upon between the parties. In the event of no renewal of this contract has been mutually agreed upon, the services of MS. ARPITA NANGARE with the Company

[Signature]

[Signature]

INDIA
STAMP
10001-PB5062
MAHARASHTRA
12:29



महाराष्ट्र लोकसेवा आयोग
MAHARASHTRA PUBLIC SERVICE COMMISSION

मुख्य कार्यालय

५१२, ६ वा मजला, गुपरेज टेलिफोन निगम इमारत, मझिफ को मार्ग, गुपरेज, मुंबई-४०० ०२१ । २२७९५९००, फॅक्स २२८८०५२४

512, 6th Floor, Coopers Telephone Corporation building, Maharashtra Karve Road, Coopers, Mumbai-400 021 । 22795900, Fax-22880524

फोर्ट कार्यालय

बँक ऑफ इंडिया इमारत, २ वा मजला, म. गांधी मार्ग, हुतात्मा चौक, फोर्ट, मुंबई-४००००६ । २२६००३१०/२४८/२४८-२२६०२२२२ फॅक्स - २२६०३११५

Bank of India Bldg, 2nd Floor, Mahatma Gandhi Road, Hutatma Chowk, Fort, Mumbai-400001 । 22670210/148/248,22102222 Fax - 22673915

ई-मेल - sec.mpsc@maharashtra.gov.in वेबसाईट - www.mpsc.gov.in, <http://maharashtrapsc.maharashtra.gov.in>

कॉपिज :- 1442(2X2)/2017/13-अ

बैठक क्र. : PN010120

दिनांक :- 08-04-2019

परि,

SALUNKHE PRIYANKA DEVENDRA

Satara, Satara, Satara

PIN - 415002

विषय - पोलीस उपनिरीक्षक (मुख्य) परीक्षा-2017 विषयक्षीनामा.

सदर / सदर

उपरोक्त विषयक अनुषंगाने आपणास असे संबद्धिण्यात येते की, पोलीस उपनिरीक्षक (मुख्य) परीक्षा-2017 या परीक्षेच्या दिनांक 08 मार्च, 2019 रोजी जाहीर झालेल्या अंतिम विषयानुसार आपली पोलीस उपनिरीक्षक अर्जावर्तित, गट-ब या घटकरीत, प्रथम सचिव, महाराष्ट्र शासन, गृह विभाग, (फोन-5-अ), मुंबई-400 032 यांचेकडे शिफारस करण्यात येत आहे.

2. आपण जवळ केलेल्या टाब्यांच्या अनुषंगाने विहित घडोघ्यांदा, विहित केलेली आवश्यक शैक्षणिक आज्ञा, मराठीचे ज्ञान, उच्चतम व प्रगत गटात पोस्टल मर्यादाव्यवस्थे प्रमाणपत्र (NCL Certificate) तसेच सामाजिक व संचार आरक्षण विषयक जावे असल्या मूळ प्रमाणपत्रांआधारे तपासले असून सदर जावे प्रस्तुत पदाच्या जाहिरातीतील व अधिसूचनेतील तरतुदींच्या अनुषंगाने विपुलपुढील कायद्याच्या विहित/सत्य प्रमाणपत्रांकडून मूळ प्रमाणपत्रांआधारे रजिस्ट्री वैधता / संपादनपत्रा तपासण्याच्या अटीच्या अधीन राहून, प्रस्तुत निवेदनाआधारे आपली शिफारसकडे शिफारस करण्यात येत आहे. सदर तपासणीत पात्र ठरल्यासच आपणास विषयवर्तित घडोघर विपुलपुढील वैधता.

आपण आवेदनपत्रात दिलेली माहिती खोटी अथवा चुकीची आढळून आल्यास अथवा आवेदनपत्रातील दाव्यानुसार आवश्यक प्रमाणपत्रांची पूर्तता न केल्यास, आपणसोबतच अधिसूचनेतील तरतुदीनुसार मूळ कागदपत्राच्या आधारे दावे तपासतांना व अन्य कागदपत्रांनुसार आपण ठरल्यास आपली उमेदवारी नवेणत्याही तपासणारे रद्द करण्यात येईल.

3. विषयवर्तित परीक्षेच्या संपूर्णतील पदाच्या शिफारशी समतार आरक्षणाच्या मुद्रासंदर्भात तसेच अन्य मुद्रासंदर्भात विविध भा. न्यायालय / भा. न्यायाधिकारणात दाखल करण्यात आलेल्या न्यायिक प्रकरणावरील अंतिम न्यायनिर्णयाच्या अधीन राहून शिफारस करण्यात येत आहे.

4. अनुषंग प्रविष्टिपत्रात (गुणवत्तापत्रक) छेडाडू घडोघर शिफारसपत्र ठरल्यास उमेदवारीच्या शिफारशी शालेय शिक्षण व बी.ए. विभागाच्या दिनांक 1 जुलै, 2016 रोजीच्या शासन निर्णयानुसार व त्याच अनुसरण प्रविष्टि करण्यात आलेल्या दिनांक 18 ऑगस्ट, 2016 रोजीच्या शुद्धीपत्रकातील तरतुदीनुसार आणि तद्नंतर शासकाने या संदर्भात घेतलेली निर्णयित केलेल्या आदेशानुसार विषयवर्तित गट-ब घडोघरी विहित केलेली वैधता विषयक आहेत अतः या प्रतीत अस्वाभाविक, पूर्ण परीक्षेच्या अंतिम सदर.

सदर तपस्याचा अंतिम दिनांकाचे म्हणजेच दिनांक 16 मे, 2017 रोजीचे किंवा तत्पुढीचे कोणता प्रमाणपत्र तसेच याच दिनांकाचा किंवा तत्पुढीचा शिफारशी बी.ए. उपसहायकाचा, कोणता प्रमाणपत्र व एडमिशन कार्डाचा अहवाल विपुलपुढी सदर करणे अनिवार्य राहील.

5. अर्जांमध्ये छोट्या/ चुकीचे दावे करणे, सत्य माहिती टाळणे या अजंदात मधीर राहणे आहेत. या संदर्भात त्यापली तस उमेदवाराच्या सर्वसाधारण सुचना व आपण सदर परीक्षेसाठी सदर केलेल्या अर्जातील प्रविष्टि पाहण्यात येवण्यात येत आहे.

6. शासकीय नमुना अर्जावर्तित www.mpsc.gov.in या वेबसाईटवर उपलब्ध आहे. सदर साक्षान नमुना डाउनलोड करून घेण्यात यात व संपूर्ण भरून तो प्रथम सचिव, महाराष्ट्र शासन, गृह विभाग, (फोन-5-अ), मुंबई-400 032 यांचेकडे तातकाळ पाठवता. साक्षान नमुनावर्तित रकाना क्रमांक - 11 मधील अटक, शिक्षा, दंड व इतर काही कारणांनुसार आरक्षणवर्तित माहिती होय किंवा नाही या उत्तराने भरवा. संबंधित रकाना फोरा देण्यास प्रिज नुसती रेष मारल्यास असा नमुना स्वीकारण्यात येणार नाही, याची कृपया नोंद घ्यावी.

7. विपुलपुढील पुढील सर्व प्रक्रियेवर्तित उपरोक्त सामाजिक प्रविष्टि-पत्राकडे करण्यात याय.

आपला दिग्गस

(दोपट तातडे)

अदर सचिव,

महाराष्ट्र लोकसेवा आयोग



पोलीस अधीक्षक, सातारा यांचे कार्यालय.

१३, महार पेठ सातारा.

पुराध्वनी क्रमांक ०२१६२-२३२२२५ फॅक्स क्र.०२१६२-२३०२३२

ई-मेल - sp.satara@mahapolice.gov.in

क्र.पशा-३/ससे.पोउपनि (मुख्य) परीक्षा/२०१९

सातारा, दि.१४/१०/२०१९

संदर्भ :- पोलीस महासंचालक, महाराष्ट्र राज्य, मुंबई यांचेकडील पत्र क्र.पोमस/५/१०/ससे.पोउपनि (मुख्य) परीक्षा /२०१७/२०४/२०१८, दिनांक.०२/०८/२०१९.

विषय :- पोलीस उप निरीक्षक (मुख्य) परीक्षा-२०१७ मधील उमेदवारांच्या शिफारशीबाबत.
महाराष्ट्र लोकसेवा आयोगाने शिफारस केलेल्या (सरळसेवा) उमेदवारांना पोलीस उपनिरीक्षक पदाचे मुलभूत प्रशिक्षणासाठी महाराष्ट्र पोलीस अकादमी, नाशिक येथे पाठविण्याबाबत.

पोलीस महासंचालक, महाराष्ट्र राज्य, मुंबई यांचेकडील संदर्भीय पत्रास अनुसरून, पोलीस उप निरीक्षक (मुख्य) परीक्षा-२०१७ मधील उमेदवारांचे प्रशिक्षण सत्र क्र.११८ (सरळसेवा) महाराष्ट्र पोलीस अकादमी, नाशिक येथे डिसेंबरच्या पहिल्या आठवड्यामध्ये दिनांक.०२/१२/२०१९ पासून सुरु करण्याचे योजण्यात आलेले आहे. तरी खालील उमेदवारांनी सदरच्या प्रशिक्षण सत्रात प्रशिक्षण घेण्याकरिता दिनांक.०१/१२/२०१९ रोजी सायंकाळी महाराष्ट्र पोलीस अकादमी, नाशिक येथे हजर राहणेबाबत याद्वारे सूचना देण्यात येत आहेत.

अ.क्र.	उमेदवाराचे नांव	अ.क्र.	उमेदवाराचे नांव
१	विजय भगवान पिसे	२१	खाडे सागर दत्तात्रय
२	पवार प्रणव गणेश	२२	मालवे गिरिश बबन
३	किरण तुकाराम भोसले	२३	शेंडगे सिध्दनाथ तात्यासाो.
४	घनवडे घेतन सुरेश	२४	सुजीत सिताराम घाळके
५	माने विशाल सुरेश	२५	अमर हणमंत शेंडगे
६	नरुटे सारिका भगवान	२६	पवार शितल हणमंत
७	गायकवाड रुपाली भाग्यवंत	२७	कदम पृथ्वीराज ज्ञानदेव
८	कांयळे जयश्री आवासो	२८	सुर्यवंशी अमोल शिवाजी
९	संगीता रामचंद्र सोनवलकर	२९	रुपेशकुमार राजेंद्र भागवत
१०	साळुखे प्रियांका देवेंद्र	३०	रणदिवे केशव शंकर
११	माने अंकिता भरत	३१	झांगडे विशाल सोमनाथ
१२	साळुखे रेश्मा कृष्णा	३२	घायगुडे मोरेश्वर चंद्रकांत
१३	खराटे सुशांत विजय	३३	अनिल नागदेव कासुडे
१४	जाधव निलम मदनराव	३४	निकम प्रियांका सत्यवान
१५	नरळे संजय जगन्नाथ	३५	दरेकर अर्चना दिलीप
१६	सोनवलकर संदीप नानासो.	३६	घाडगे कोमल संजय
१७	शेंडगे अनिकेत विठ्ठल	३७	चव्हाण स्नेहल सुभाष
१८	रविंद्र विश्वासराव काकडे	३८	जाधव तेजस्वी श्रीकांत
१९	घाडगे सागर आवासो	३९	मोहिते स्नेहल रमेश
२०	कुंभार अतुल दिलीप	४०	पवार गिनल महादेव

(तेजस्वी सातपुते)
पोलीस अधीक्षक सातारा

Employment Letter

07/11/2020

Ms. Pranjali Ankush Gujar

Pune

Dear Pranjali,

On behalf of the Company, it's our great pleasure in offering you an employment as **"Financial Analyst"**. You will be employed with PAMAC Finserve Pvt. Ltd. on the following terms and conditions

Date of Joining	: 10/11/2020
Location & Transferability	: You will be based in Pune ; however, based on business exigency you may be relocated by the company anywhere in India or aboard. You may be transferred to a different position or unit/department at the Company pursuant to the requirements of the Company. Additionally, your employment may be transferred, after executing a fresh employment agreement, to one of the Company's subsidiaries or affiliates, pursuant to the requirements of the Company and / or its subsidiary / affiliates.
Remuneration	: Your Total Annual CTC is INR 3,50,013/- . The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company policies. Please note that your remuneration is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness. Please refer to the attached annexure.

Post-Employment	<p>You will not, for the period of your employment with the company and the Restraint period [i.e., the period of 6 months from the date of the cessation of employment with the company]:</p> <p>A] Canvass, solicit or endeavor to entice away from the company any client or customer(s) of the company, or any person (s), who at any time during your employment, where or are clients or customers of the company, or were in the habit of dealing with the company;</p> <p>B] Solicit, interfere with, or endeavor to entice away any employee of the company; or</p> <p>C] Counsel, or otherwise assist any person to do any of the acts referred to in Paragraphs (a) and (b) of this clause.</p> <p>D] Seek direct or indirect employment with any client organization with whom you have worked during a period of 12 months preceding your cessation of employment.</p>
Probation	<p>Your employment will be subject to a six-month probationary period. The Company shall have the discretion to extend the probationary period for another term, in which case you will be notified.</p>
Notice of Termination/ Separation	<p>This contract may be terminated during the period of employment:</p> <p>A] Separation - Either party is required to give a minimum notice of 1 month; in writing or payment in lieu of 1 month gross salary.</p> <p>B] Termination - By the Company without notice, in the event that you have committed an act or acts in breach of the Company's policies and procedures or applicable external codes of practice or laws which is sufficiently serious in the circumstances to warrant your summary dismissal, or you have been guilty of gross misconduct, fraud or dishonesty, neglect of duty or willful disobedience, non-performance and assessment failure in training.</p>
Job Description	<p>Your duties and responsibilities will be communicated to you by your reporting manager. However, you shall execute and perform all such duties that may be assigned to you by the organization from time to time and the organization reserves the right to vary these at its discretion.</p>
Duties	<p>In this employment, you will be expected to undertake such duties as the Company shall from time to time determine. Given the ever evolving nature of the Services Industry and consequent changes in business needs, the designation, position and duties may be changed at the Company's discretion.</p>
Health Examination	<p>If required, you will be examined at any time by a Doctor of company's choice for your medical fitness to continue work for the company and opinion of the company's Doctor in this regard shall be final and binding on you.</p>
Background Checks	<p>The company shall conduct a background verification of your credentials - Residence, Reference. Your employment in this organization will be subject to your background check records being clear and free from ambiguity. In case your Residence Verification is negative your Employment can be terminated without assigning any reason and without any notice. Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.</p>

Retirement	<p>You will retire from your service with the company on attaining the age of sixty years. However, you may be retired any age before sixty years if you are unable to continue service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. Such early retirement may be given to you by giving a notice of three months. The Company shall not be liable to pay you any extra cost other than the cost payable under your employment agreement. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.</p>
Alternative Employment	<p>Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us, without our prior specific \written approval.</p> <p>In addition you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company [including as employee, independent contractor, consultant, principal, agent, director, joint venture, partner, trustee, beneficiary], directly or indirectly, for any person or entity that competes with the business of the Company.</p> <p>Further, you shall not either directly or indirectly engage with any of the suppliers, service providers of the Company or earn any separate profit or interest from them. You are also prohibited to receive any kind of benefit in cash or kind directly or indirectly from any of the vendors/service providers.</p>
Leave Policy	<p>You will be entitled to Leaves in accordance with the Company Leave Policy. Please refer to the detailed policy on the same.</p>
Company Policies, Procedures and Regulatory Requirements	<p>You must:</p> <ul style="list-style-type: none"> A) comply with all internal policies and procedures from time to time issued by the company and clients through various communication to its employees; and B) comply with all laws and industry codes of practice relevant to your role with great efficiency, integrity and dedication to duty; and C) obey all and lawful directions given to you by or under the authority of the Company. <p>Your agreement to be bound by this clause is a condition of your employment.</p>
Exclusion of Other Occupations	<p>During your term of employment, you shall not, without the prior written consent of the company, engage or be concerned either directly or indirectly as principal, agent, director, employee, or otherwise in any other trade, business, occupation or private professional practice.</p>
Confidentiality	<p>It is a condition of your service to ensure that the organization's policies of maintaining the strictest confidentiality for the remuneration you receive are observed by you at all times. Besides, the terms of this offer detailed above should be treated as privileged information between you and the Company.</p> <p>You understand, accept and agree that the Company may store and maintain the personal details provided by you to the Company at any time during your employment with the Company or terms of your employment with the Company and make use of or share these details for the legitimate purposes, in or outside India.</p>
Protection of Interest	<p>If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the company, such developments will be fully</p>

	<p>communicated to the company and will remain sole right / property of the company.</p> <p>By signing this employment agreement you assign to the company all proprietary rights including all ownership rights and copyright and the exclusive right to develop, make, use, sell, license or otherwise benefit from any inventions, discoveries, processes and improvements, made by you during your employment with the Company, and agree to execute any further document that is necessary or desirable to give full effect to your obligations in this paragraph.</p>
Whole Agreement	This Contract supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company.
Non Disclosure Agreement	<p>I agree-</p> <p>1] to hold inviolate and keep secret and not to at any time, whether during the term of this agreement, or after the termination thereof, without the prior written consent of PAMAC Finserve Pvt. Ltd. , disclose to any person, or use for my own benefit, or make an unauthorized copy of the PAMAC Finserve Pvt. Ltd. Confidential Information.</p> <p>2] that at the time of termination of my employment with PAMAC Finserve Pvt. Ltd. , I will return to PAMAC Finserve Pvt. Ltd. [and will not keep in my possession, recreate or deliver to anyone else] any and all PAMAC Finserve Pvt. Ltd. Confidential Information belonging to PAMAC Finserve Pvt. Ltd. and/or its clients and all copies thereof in my possession or under my control, together, if requested by PAMAC Finserve Pvt. Ltd., with a certificate signed by me, in form and substance satisfactory to PAMAC Finserve Pvt. Ltd.</p> <p>3] I shall at all times absolutely and unconditionally hereafter keep PAMAC Finserve Pvt. Ltd. fully indemnified against any losses, damages or claims of any nature whatsoever arising directly or indirectly from a breach of the terms of this clause by me.</p>

In addition to the terms and conditions of this employment agreement, there are other policies & procedures that apply to your employment. The Company for the efficient and fair administration of employment and other business matters formulates these policies and procedures. You must diligently comply with the Company's policies and procedures, as amended from time to time and notified to you.

On behalf of the Company, we extend to you a warm welcome and wish you every success in your career with PAMAC Finserve Pvt. Ltd. Please indicate your understanding and acceptance of the above terms and conditions by signing and returning the duplicate of this employment contract to us.

Yours sincerely,

For and on behalf of

PAMAC FINSERVE PVT LTD



Viraj Raut

Senior Manager – Human Resource

Confirmed and accepted by:

Signature:

Name: Pranjali Ankush Gujar

Compensation Annexure

Name of the Employee	Pranjali Ankush Gujar	
Designation	Financial Analyst	
Components	Monthly	Yearly
Basic	10470	125640
HRA	5235	62820
Conveyance	1600	19200
Other Allowance	8870	106440
Bonus	872	10464
PF [Co. Contribution]	1361	16332
Employer LWF	6	72
Gratuity	504	6048
Insurance	250	3000
Total Fixed CTC	29168	350013
Annual CTC	350013	

Note:

- 1] Gratuity will be payable post completion of continuous five years of service
- 2] Salary and other compensation components will attract taxes and/or other deductions as applicable
- 3] This is a 3 month contractual job which may get extended as per business requirements
- 4] While 'Work from Home' will be exercised during the project period, but in case of any connectivity/network/system issue you will need to immediately resume work from the office base location

Offer understood and accepted		
I will join PAMAC Finserve Pvt. Ltd. on :		Signature

Year 2017-18

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placment Details 2017-18

Sr. No.	Name of Student placed and contact Details	Program graduate d from	Name of employer with contact details	Pay Package at appointment
1	Kulkarni Aishwarya Amol Mb.-702853666	BCA	Wipro ltd	1.30 lakh
2	Neha Tate Mb.-7276758978	BCA	Pro-error Software Solutions	According to company norms
3	Devi Vaishnavi Anandkumar Mb.-9405540	BCA	Infosys	208692
4	Shaikh Afrin Rafik Mb.-8788464843	BCA	WNS Global Services	2,20,392
5	Mohite Pratiksha prakash Mb.-9834339746	BCA	VisionIndia Company	10,107
6	Nalawade Pooja Vasant Mb.-9922793390	BCA	QconneQT	1,56,162
7	pawar Manali Mb.-8379059396	BCA	Transperfect private limited	2,50,000
8	Kanetkar Smruti Girish Mb.-8275900901	BCA	Infosys	208692
9	Jadhav Amruta Arun Mb.-9665531576	BCA	Access Healthcare	2,50,000
10	Ashvini Goraknath More	BCA	Acme infovision system Pvt LTD	84000Pa
11	Pooja Kirdat Mb.-8484900411	BCA	L&T Infotech	2.76


IQAC
Cordinator




I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)



LATERAL NON SALES STACK FITMENT

AA,B1,B2,B3	Amount pa	Amount pm
Basic	52,880	4,407
HRA	26,440	2,203
Bonus	16,800	1,400
Wipro Benefits Plan (WBP)	21,598	1,800
Total Fixed Cash	117,718	9,810
PF (12% of Basic)	6,346	529
Gratuity (4.81% of Basic)	2,544	212
Total Fixed Compensation	126,608	10,551
Other Compensation Benefits		
ESI	5,592	466
Variable Pay		
Target QPLC	-	-
Target Cost to Company	132,200	11,017

132200

←

You may be entitled to Shift Bonus as per applicable policies. The said Shift Bonus may range from Rs. 0 to Rs.1250 per month for domestic accounts and from Rs. 0 to Rs. 2500 per month for international accounts. The Shift Bonus shall be subject to applicable taxes.

(Signature)

Registered Office

Wipro Limited
Doddakannelli
Bangalore Road
Bangalore 560 009

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com

Sensitivity: Internal Restricted



"Solution to your invisible ERROR"

REFNO: -PRO/ E0119
Date: - 1/Feb/2019
Name: -Ms. Neha Tate
Aadhaar ID: - 5578 5299 2310
PAN NO: - BHTPT6844A
Pune, Maharashtra, India

Subject: Appointment for post of WEB Developer.

Dear Ms Naha

We are pleased to offer you, the position of **WEB Developer** with **ProError Software Solution** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 1/Feb/2019

2. Job title

Your job title will be **WEB Developer**, and you will report to Ms. Prapti Deshmukh.

3. Salary

Your salary and other benefits will be as per your performance.

4. Place of posting

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

5. Hours of Work

The normal working days are Monday through Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

6. Leave/Holidays

6.1 You are entitled to casual leave of 1 day in a month.

6.2 You are entitled to 1 working days of paid sick leave.

6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

 **Address: Office No.20, Akshay Square,,near Maharashtra Bank,Narhe,Pune**

 **9604030306**

 **info@proerror.com**

 **www.proerror.com**



"Solution to your invisible ERROR"

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 2 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 1 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

 **Address: Office No.20, Akshay Square, near Maharashtra Bank, Narhe, Pune**

 **9604030306**

 **info@proerror.com**

 **www.proerror.com**



"Solution to your invisible ERROR"

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Pune High court Maharashtra only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

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

Yours Sincerely,

Ms. Prapti Deshmukh
HR Manager
ProError Software Solution
info@proerror.com

 **Address: Office No.20, Akshay Square,,near Maharashtra Bank, Narhe, Pune**

 **9604030306**

 **info@proerror.com**

 **www.proerror.com**



HRD/2T/12202190/1R-19

Ms. Vaishnavi Anandkumar Devl
Candidate ID: 12202190
344A, Yadogopal Peth Guruprasad
Apt. Satara
Satara - 415002
Maharashtra
India
Ph: (91) 94055 40761

August 09, 2018

Dear Vaishnavi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO
EVP - Head HR

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

Digitally signed by RICHARD LOBO
Date: 2018.08.09 17:06:23 +05:30
Reason: Offer Letter
Location: Bangalore

Compensation Review 2021

Date: July 01, 2021

Employee No : 317477
Name : Afrin Rafik Shaikh
Career Band : Professional
Role Band : A
Title : Sr. Associate - Quality

AUSTRALIA
CHINA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
SOUTH AFRICA
UAE
UK
USA

Dear Afrin,

In keeping with our theme of "One WNS, One Goal – Outperform", WNS is committed to focusing its efforts on building a performance oriented culture. To this effect, we rely on you as a committed employee to create more value for our business, clients and yourself.

In recognition of your contribution during the last year, we are pleased to inform you that your compensation has been revised with effect from **July 01, 2021**. Your revised gross pay is **INR 282,360 per annum** (INR Two Lakh Eighty Two Thousand Three Hundred Sixty Only per annum) which is inclusive of Fixed Pay and Bonus/ Incentive.

A detailed stack-up of your revised compensation is attached in the Annexure for your reference.

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

Wishing you the very best and look forward to your continued enthusiasm and commitment to organizational growth.

With Regards,

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

Date: 01/07/2018

To,

Headmistress/Headmaster/Principle

School Name: SHRIMANT CHHATRAPATI RAJMATA SUMITRARAJE BHOSALE VIDYALAYA,

Taluka: Satara, Dist.: Satara

UDISE Code: 27311008704

Respected Madam/Sir,

This is with reference to the ICT@School project (Phase III), promoted by the Rashtriya Madhyamik Shiksha Abhiyan and executed by Visionindia Software Exports Limited.

We would like to inform you that, Ms. Pratiksha Prakash Mohite has been appointed on contract basis as a 'Computer Instructor' and is been deputed as a 'Computer Instructor' for your school with effect from 1st July 2018.

We kindly request you to please take note of the same and anticipate your co-operation and guidance for this project.

Thanking you,

Sincerely,

For, Visionindia Software Exports Limited



R.P. Mohite

Authorized Signatory

[Signature]
मुख्याध्यापक

श्री. छ. राजमाता सुमित्रराजे भोसले
विद्यालय, शेंदे, ता. जि. सातारा

VISIONINDIA SOFTWARE EXPORTS LIMITED

'Shubhamkar', Dhanashree Colony, Karve Nagar, Pune - 411 052

Tel: +9120 6527 2453 | Fax: +9120 2547 7821 | www.visel.in

CIN: U72200PN2000PLC014411



Date :17 March 2020

Pooja Nalawade Vasant

At Panmalewadi Post Varye Taluka/District

Satara-415015

Sub: Employment Letter

Dear Pooja,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Service Associate** in the **Operations** with **CONNEQT Business Solutions Limited** (The Company) with effect from **17 March 2020** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR: **156162.00** 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 **178200.0** 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 **17 March 2020**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Mumbai-Airoli** 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



Your employment with the Company can be terminated upon 30 days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter,(by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.

A handwritten signature in black ink, appearing to read 'Tony Jacob Joseph', is written over a light blue horizontal line.

Tony Jacob Joseph

Assistant Vice President - Human Resource

I accept the terms of this letter

Name: Pooja Nalswade Vasant
Grade: 1A
Designation: Customer Service Associate

You will be entitled to the following remuneration effective your date of joining.

Component	Monthly (Rs. Min)	Monthly (Rs. Max)
A. Fixed Pay		
Basic Salary	5198.00	62370.00
House Rent Allowance	3639.00	43668.00
Conveyance Allowance	1600.00	19200.00
Other Allowance	1401.00	16812.00
Advance Statutory Bonus	433.00	5196.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 200% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
PERFORMANCE INCENTIVE @ Meeting Expectation(100%)	743.00	8916.00
C. MONTHLY GROSS (A+B)	13014.00	156162.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	984.00	11806.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	250.00	3000.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	423.00	5076.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (C + D)	14850.00	178200.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	984.00	11806.00
ESI -Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	98.00	1171.00

Perquisites: PF, Gratuity, ESIC, Medical Insurance, House Rent Allowance+Other allowance+Food coupons+Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.



I accept the terms of this letter



Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

A handwritten signature in black ink, appearing to be 'Raj', is written over a horizontal line.



TRANSPERFECT

CIN no. - U72900MH2007PTC023233

Date: November 13, 2019

Manali Pawar
S.No. 6921/6/22, Moti Bagh, Raturaj Road,
Premnagar, Pune- 411037

Dear Manali,

We are pleased to offer you a position in TransPerfect Solutions India Private Limited and welcome you as an associate on the following terms and conditions:

1. POSITION

- a. You will be employed by the Company in the position of **Junior Localization Engineer**. Your start date in the position will be November 20, 2019.
- b. You will report to an assigned Manager of the Company.

2. COMPENSATION

- a. Your Annual Cost to Company (inclusive of all allowances) will be Rs. 2,50,000/- (Rupees Two Lacs and Fifty Thousand Only). After successful completion of probation period your salary will be revised to Rs. 2,70,000/- (Rupees Two Lacs and Seventy Thousand Only). This will be subject to the prevalent tax deductions and social security contribution applicable. See Annexure A.
- b. The Company at a future date may revise and restructure the Compensation Package.

3. NATURE OF WORK

During your period of employment, you will be expected to dutifully, diligently and faithfully undertake and discharge such work as may be assigned to you by your superiors

You understand that your work may not be limited only to your assigned job, but may extend to other areas of supervision, control, project management, recruitment, training etc. and the like.

You may be required to undertake travel on Company work as and when required. In case of travel on Company business, you will be governed by the rules applicable to your category of employees as may be in force from time to time

4. PROBATION

- a. You will be on probation for a period of six months from the actual date of your joining the Company. This period of probation will be liable to extension(s) as the Management may deem fit in its sole discretion. Unless a confirmation order in writing is given, you will not be deemed to have been made permanent.
- b. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

5. TERMINATION OF EMPLOYMENT

- a. During the Probation Period your services shall be liable to termination with one month's notice. At the end of the Probation Period your services may be terminated with two months' notice.
- b. Absence for a continuous period of ten 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
- c. If you fail to carry out any of the obligations or duties required of you under this Agreement including, but not limited to, termination of your services by the Customer or if any of the warranties is breached or when any of your actions or inactions can be prima facie prejudicial to the long term interest of the company, then TransPerfect Solutions India Private Limited, may, notwithstanding anything here in before contained:
 - i) Terminate this Agreement with immediate effect by notice in writing to you and in such event any moneys paid by the Company to you up to the date of termination shall be deemed to be in full satisfaction and discharge of all claims whatsoever you may have against the Company in respect of the work.
 - ii) Recover from you any losses or damage suffered by the Company as a consequence of the breach or breaches by you or those emanating as a result of your actions.
- d. You may leave the services of the Company at your own will provided you give a prior notice of your intention in writing. The Prior period of Notice shall be based on the criticality of the project you are working on and as informed to you in writing in this behalf but in any event shall not be less than **two months**. You may however leave the service without the required prior notice period as provided by compensating the Company by an amount equivalent to your Cost to Company for the said notice period subject to the approval of manager.
- e. Notwithstanding anything contained in this clause, either party may terminate the Agreement, without any notice to the other party, if the other party:
 - i. becomes insolvent or bankrupt; or
 - ii. Is subject to any legal proceeding relating to insolvency or the protection of creditors' rights or otherwise ceases to conduct business in the normal course.
- f. On cessation/termination of this contract you will immediately return to the Company all documents, records, books, assets, etc., belonging to the Company.

6. WHOLE TIME & EXCLUSIVITY

- a. You are to devote your whole time, energies, attention and ability to the affairs of the company.
- b. During your employment, you will not involve yourself, either directly or indirectly, in any business activities other than those required of you by the Company.

- c. During your employment, you will not seek employment with or in any way do any work (including without limitation as a consultant, advisor or otherwise howsoever), either directly or indirectly, for any competitor of the Company. The word "competitor" shall be construed in the broadest possible sense.

7. CONFIDENTIALITY

- a. Under no circumstances will you disclose to any outsider any information that may come to your knowledge, directly or indirectly, during your employment, relating to the affairs of the company and its customers, and you shall keep all such information strictly confidential.
- b. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programs, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing & pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

Your emoluments and pay package are also confidential matters between you and the company and shall not be disclosed to anybody and is not a matter of discussion amongst other associates.

8. CUSTODIAN OF PROPERTY

- a. You shall be responsible for the safekeeping and returning in good order all the property of the company such as equipment, reference materials etc. which may be in your possession, custody, care or charge.
- b. The company shall have the right to recover the money value of such properties from your dues and take such other action as it deems fit in the event of your failure to account for properties whether during the course of service or otherwise.

9. INTELLECTUAL PROPERTY

- a. All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the company will solely and absolutely belong to the company. You shall not be entitled to claim ownership of any rights on the same.
- b. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

10. WARRANTIES AND REPRESENTATIONS

- a. Employment is offered to you on the basis of information, representations and warranties made and furnished by you to the company, including as to your training, skills, abilities and special knowledge.

You hereby warrant and vouch for the accuracy and fidelity of this information.

- b. At any time hereafter, if it is found that the information furnished is false, or any vital information has been concealed from the Company, then your employment is liable to be terminated forthwith without compensation, notice period or salary in lieu thereof

11. RULES & REGULATIONS OF THE COMPANY

- a. You will be bound by rules and regulation of the company as applicable from time to time.

12. CONSEQUENCES OF BREACH OF TERMS

- a. Notwithstanding anything contained in the Clause above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the company.

13. LEAVES

- a. You will be entitled for leave as per the leave rules of Company.

14. ACCEPTANCE OF OUR OFFER

- a. Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter latest by end of day on Wednesday, November 13, 2019.

Looking forward to a fruitful association, a long relationship and wishing you all the best.

Welcome to TransPerfect!

Sincerely,

KRMaurya

Kirrti Maurya
Senior HR Advisor

ACCEPTANCE OF EMPLOYEE

I, Manali Pawar, have read and understood the terms and conditions of this letter and agree to accept the conditions of employment indicated above & confirming my date of joining will be

Manali Pawar

Date:

Annexure A

Particulars	Amount (Rs.)
Basic	3317
DA	6633
HRA	3317
Medical	1250
Conveyance	1000
Professional Development	500
LTA	1500
Bonus	276
Other Allowances	1240
Total	19033
Employer Contribution to PF	1800
GROSS SALARY Per Month	20833
GROSS SALARY Per Year	250000

K R Maurya

Kirrti Maurya
Senior HR Advisor



HRD/2T/12202035/18-19

Ms. Smruti Girish Kanetkar
Candidate ID: 12202035
12 'Gurukripa' Llc Colony, Shahunagar
Godoli, Satara
Satara - 415001
Maharashtra
India
Ph: (91) 82759 00901

August 09, 2018

Dear Smruti,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L26211KA1981PLC0013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 01 80 2882 0201
F 01 80 2882 0302
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.08.09 18:20:11 +05:30
Reason: Offer Letter
Location: Bangalore

Date: 07 Sep 2018

Employee ID: 10918248

Mr./Ms. Amruta

Assistant Client Partner - AR

Appointment Letter

Dear Amruta,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as **Assistant Client Partner - AR** with Access Healthcare Services Private Limited.

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You are requested to contact **HR Team** at the following address to take on your assignment on **07 Sep 2018**

**Access Healthcare Private Limited (Pune), Embassy Tec zone, 4th Floor, Wing A
Mississippi Block, Rajiv Gandhi InfoTech Park - Phase II, Hinjewadi, Pune - 411057**


In case you need any further clarification / assistance, please get in touch with the under signed.

Please sign and return a copy of this letter to the undersigned at the earliest.

Looking forward to your joining our "Winning Team".

With best wishes,

Yours sincerely,



Samuel S

Deputy Director - HR

**I accept this appointment and the Terms and
Conditions attached.**



Signature of the Candidate

Encl.:

1. Remuneration Details and other benefits.

Pooja Kirdat

55/1 A-51 Trimurti Colony,
Kawade Nagar,
Guru Pimple, Devkar Path,
New Sangvi, India,
Maharashtra, Pune 411061

Dear Pooja,

Assignment on Retainership Basis

Further to our discussions and your offer for engaging you on retainership basis, we confirm interest in retaining your services on the following terms and conditions:

1. This retainer agreement will be for the period 3rd Aug 2021 to 31st March 2022.
2. You will report to Ms. Meenu Gurbani
3. You are required to work during company's / client specific shifts as designated by your LTI or Client Manager.
4. You will have to follow client holiday calendar.
5. You will diligently carry out such work and duties as required and assigned to you from time to time.
6. You will be paid an all-inclusive retainership fees of Rs. 16,000/- (Sixteen Thousand Only) per month with additional variable pay of up to Rs. 3,000 (Rupees Three thousand per month paid quarterly) subject to your Individual, Team performance and Flexi allowances

Variable Pay breakdown

Variable Pay		
Sr. No.	Component	Monthly
1	Individual Variable	1,500
2	Team Variable	1,000
3	Flexi Allowance	500
	Total	3,000

Clauses Flexible allowance

- a. Resource would have to do additional work on Festive holidays and national holidays which come in a month, subject to client acknowledgement and approval
 - b. They should be available for 90.00% of additional work allocated to them. 10% leverage subject to TL approval
7. Tax if applicable should be charged by Retainer. If the billing in a particular financial year is likely to exceed the threshold limit, retainer should get registered & charge the taxes as applicable from time to time.
 8. In case if you are required to work in shift; you will be eligible for an Shift Allowance as per Company's policy. You are entitled for 22 days of leave in a year. The same cannot be encashed or carried forward following year.
 9. It must be expressly understood by you that this retainership is of purely contractual nature and does not create any relationship of employee/employer between you and the company.
 10. You will not be entitled to any other benefits such as Provident Fund, Gratuity, Medical, Bonus etc.
 11. You will take out an appropriate insurance policy to cover yourself against certain contingencies or risks like accident, injury or death during the currency of this contract. The Company shall not be responsible for any

such eventuality which may arise out of and in the course of your assignment in the Company's premises nor shall the Company be liable to pay any damage or compensation to you or to any other third parties.

12. This retainerhip arrangement may be terminated during the period of its validity by either of the parties by giving 45 days' notice in writing, subject however to the company's right to pay compensation in lieu thereof.

Should there be integrity, compliance or performance issues on your side; LTI reserves right to terminate this retainerhip agreement without a notice.

13. In accordance with the standard practice of our Company, we request you to treat these terms as confidential.
14. Please find attached Appendix A which sets out the additional terms and conditions that will be applicable to your retainerhip. The Company reserves the right to alter, amend, add or modify any of the terms of this assignment at its sole discretion as and when require.
15. You are required to join on or before 3rd August 21.
16. If you do not join by this date, this offer stands withdrawn-unless the Date of Joining is extended, and communicated to you in writing.

Calculations for variable payout:

Performance Parameters			
Quality		Efficiency	
Rating 1	99.2% and Above	Rating 1	100% and Above
Rating 2	97.20% to 99.19%	Rating 2	97.5% to 99.99%
Rating 3	95.20% to 97.19%	Rating 3	95% to 97.49%
Rating 4	93.20% to 95.19%	Rating 4	92.5% to 94.99%
Rating 5	< 93.20%	Rating 5	< 92.50%

Performance Parameter			
Quality		Efficiency	
Rating 1	95.00% and Above	Rating 1	100% and Above
Rating 2	93.00% to 94.99%	Rating 2	97.5% to 99.99%
Rating 3	91.00% to 92.99%	Rating 3	95% to 97.49%
Rating 4	89.00% to 90.99%	Rating 4	92.5% to 94.99%
Rating 5	< 89.00%	Rating 5	< 92.50%

Individual		Efficiency				
Quality		Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
	Rating 1	80.00%	70.00%	60.00%	50.00%	40.00%
	Rating 2	70.00%	60.00%	50.00%	40.00%	30.00%
	Rating 3	60.00%	50.00%	40.00%	30.00%	20.00%
	Rating 4	50.00%	40.00%	30.00%	20.00%	10.00%
	Rating 5	40.00%	30.00%	20.00%	10.00%	0.00%

Team		Efficiency				
Quality		Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
	Rating 1	20.00%	17.50%	15.00%	12.50%	10.00%
	Rating 2	17.50%	15.00%	12.50%	10.00%	7.50%
	Rating 3	15.00%	12.50%	10.00%	7.50%	5.00%
	Rating 4	12.50%	10.00%	7.50%	5.00%	2.50%
	Rating 5	10.00%	7.50%	5.00%	2.50%	0.00%

At the time of joining, please report to Cyrus Malegamwala at the following address:

Larsen & Toubro Infotech Ltd.
 Godrej Eternia-A, 4, Mumbai-Pune Road,
 Shivaji Nagar, Pune 411 005, India
 Phone: +91 (20) 66415454 | 6830

You are required to bring the following documents, with a photocopy of each, on day of joining:

- Proof of age
- Educational certificates including mark sheets.
- Relieving certificate, or service certificate from your present employer (without which you are not allowed to join us) and other experience certificates.
- Last 3 months salary slip.
- Two copies of your recent passport size photograph.

If the above offer is acceptable to you, please sign and return to us the copy of this letter in token of your acceptance.

Yours faithfully,
 For LARSEN & TOUBRO INFOTECH LTD.(LTI)

 Rajeev M Yadav
 Deputy Head-Talent Acquisition

I have read the above contents and accept the same.

 Signature and Date
 Pooja Kirdat

 Date of Joining
 LTI Confidential

Appendix A

Terms and Conditions

- 1.1. The Retainer warrants and represents to the Company that he is an independent contractor. Nothing in this Agreement shall render the Retainer an employee, agent or partner of the Company and the Retainer shall not hold himself out as such.
- 1.2. The Retainer warrants to the Company that in entering into this Agreement and performing the Services or any other obligations arising under the Agreement, he shall not be in breach of any contract or other obligation and will be in compliance with applicable laws.
- 1.3. The Retainer shall not
 - 1.3.1. Make any deceptive, misleading or unethical practices that are or might be detrimental to the Company or its services;
 - 1.3.2. Make false or misleading warranties and/or representations with regard to the Company or its services;
 - 1.3.3. Publish or employ, or cooperate in the publication or employment of, any misleading or deceptive advertising material with regard to the Company or its services;
 - 1.3.4. Make any statements, representations or warranties regarding the services that are inconsistent with or beyond those contained in the documentation and which do not expand the scope of the warranties of The Company.
- 1.4. Throughout the period of this Agreement the Retainer shall:
 - 1.4.1. Perform the Services ;(perform the Services at the Company's premises)
 - 1.4.2. Perform such duties in relation to the Business as the Reporting Manager may reasonably request;
 - 1.4.3. Ensure Compliance with LTI and Clients rules and policies; any non adherence or violation may result in termination of retainership with immediate effect. Company also reserves rights to take legal action again such individuals.
 - 1.4.4. Provide to the Reporting Manager such written or oral advice or information regarding any of the Services as the Reporting Manager may reasonably require;
 - 1.4.5. Exercise such powers as may from time to time be vested in or given to him or by the company;
 - 1.4.6. Carry out the duties in an expert diligent manner and to the best of his ability;
 - 1.4.7. Use his best endeavors to improve and extend the Business;

- 1.4.8. Make himself available at reasonable times upon reasonable notice to the Company for the purposes of consultation and advice, attend such meetings with representatives of the Company and third Parties as the Company may reasonably specify and connection with, make such visits (whether to the premises of Company or elsewhere), Company may reasonably request from time to time.
- 1.4.9. Unless prevented by ill health or circumstances beyond his control, devote to the provision of the Services, not less than 251 Working Days' (or their equivalent in Working Hours) in aggregate in each Year, at such times as may be agreed between the parties, but so that he normally devotes to them not less than 22 Working Days' in each calendar month, except in the case of periods during which the Retainer is on holiday (not exceeding 22).
- 1.4.10. In the case of illness or accident preventing the performance of the Services, notify the Company promptly of such illness or accident.
- 1.5. All software code, documentation, materials, and other proprietary information which may be developed in the course of performing or arising from this Agreement or otherwise provided to the Retainer in connection with its performance under this Agreement shall belong to the Company.
- 1.6. The Retainer agrees that by executing this agreement is expressly and unconditionally undertaking to waive its rights, including but not limited to Moral Rights, in the deliverables, services and work products developed during the term of this Agreement.
- 1.7. The Retainer shall, at the request of the Company, take all such steps and execute all such assignments and other documents as the Company may reasonably require to ensure, that all the Intellectual Property vests in and belongs to the Company and for the registration or protection of the Company's rights in Intellectual Property.
- 1.8. The Retainer warrants and represents that any documents produced by or for the Retainer pursuant to this Agreement will not infringe rights in Intellectual Property owned by a third party.
- 1.9. The Retainer agrees that she/he shall not take up any assignment with any client of the Company without the Company's written approval during the period of this agreement and up to 1 year after the expiry of this Agreement.
- 1.10. Except for breach of provisions of Non-compete and Confidentiality agreement by retainer, in no event party be liable for any special, incidental, consequential or exemplary damages arising out of the retainer's engagement under this agreement.

Year 2018-19

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placement Details 2018-19

Sr. No.	Name of Student placed and contact Details	Program graduate d from	Name of employer with contact details	Pay Package at appointment
1	Jagdale Rupali Sopan Mb.-9970597883	BCA	Yashwantrao chavan institute of Science, Satara	144000
2	Jadhav Priyanka Dattatray Mb.-9623823304	BCom	Gramapanchayat khadagav, nigudmal, kelawali	As per Government Rule
3	Khan Shahista Hamid Mb.-9096180165	BCA	Infosys	2.84 lakh
4	Deshmukh Rutuja Sambhaji Mb.-8408074499	BCom	IMDS Nidhi LTD. Mo.no -7991747431	96000
5	Mule Mrunal Pramod Mb.-7756040169	BCA	Tata AIG general insurance company	2,76,000
6	Bhosale Ankita Ashok Mb.-8080657399	BCA	Infosys limited	2,19,000
7	kable Asma mushtaq Mb.-8329908342	BCA	Wipro	1,80,000
8	kadam Deepali Mohan Mb.-9067993645	BCA	Lawspades Services Pvt. Ltd	2,19,000
9	Ahirekar Prachi Rajendra Mb.-9021973898	BCA	Textronics Design Systems(I)	2,08,000
10	Shaikh Saniya Faruk Mb.-7775918413	BCA	Cognizant	2,12,254
11	Kamble Disha Dilip Mb.-7620125204	BCA	ICICI BANK LTD	2.23 p.a
12	Ingale Poonam Chandrakant Mb.-	BCA	ProMeetra Softwares	30,000
13	Khaladakar Tanvi Vikram Mb. - 9324034236	BCA	ProMeetra Softwares	30,000
14	Nikam Vaishnavi Deepak Mb.-	Bcom	Smart Education, satara	2,40,000
15	Pallavi Pandurang Jadhav Mb.-7057986050	BCA	Aditya Birla health services Ltd servey no 31 near by morya mangal karyaalaya Thergoan Chinchwad Pune.	1 P.a
16	Subhedar Simran Dipak	Bcom	Mayuresh H.shinde, Tax Consultant, satara	42000
17	Paralkar Shraddha	BCA	Datametica Solutions Pvt.Ltd.	240000
18	Vrushali Vilas Shinde Mb.-8830699148	BCA	Tech Mahindra	205000

[Signature]
IQAC
Coordinator



[Signature]
I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)

**RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER**

Outward No.H.Edn./99329
Date:- 18/06/2018

To,
RUPALI SOPAN JAGDALE. MCA
C/o The Principal,
Yashvantrao Chavan Inst, of Science, Satara.
Mob. :
Email :

You have been appointed as Assistant Professor in Compter Science (For BCS) (For Autonomous) in Rayat Shikshan Sanstha's Yashvantrao Chavan Inst, of Science, Satara. on CHB basis w.e.from 19/06/2018 at non-grant section. Your appointment is subject to following terms and conditions:-

01. Your appointment is on purely temporary basis only.
02. This appointment is purely on temporary basis for the period w.e.from 19/06/2018 to 30/04/2019 and you will not be entitled to get any payment & other benefits from Education Department & Government of Maharashtra.
03. If you are found absent continuously for more than three days without prior permission, your services will be terminated automatically.
04. You will be disqualified & terminated if you indulge in any kind of misbehavior, misconduct or illegal act, during the service period. You will have to strictly follow the rules, guidelines & instructions given by the Sanstha. If you do not follow any of the terms & conditions mentioned above, it will be presumed that you are disqualified for the above post & your appointment will be terminated immediately.
05. If you have not joined the duty till the date 27/06/2018, it will be presumed that you are not interested in this job & this order of appointment will stand cancelled automatically.
06. After completion of the said period, your appointment will be terminated automatically.
07. You will not have any right or claim on this post after your appointment period is over.
08. Your appointment is from 19/06/2018 to 30/04/2019 of the academic year 2018-2019.



[Handwritten signature]

Joint Secretary (H.Edn.)
Rayat Shikshan Sanstha, Satara

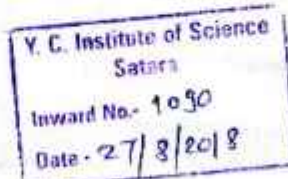
Copy for information & necessary action.

Principal, Yashvantrao Chavan Inst, of Science, Satara.

You are informed to check the educational qualification, caste certificate & other relevant documents of the candidate & submit the joining report

AYASH 2 11/06/2018 12:00 PM

[Handwritten signature]



ASSK ALLOTMENT INTIMATION LETTER

CSC

© GOVERNMENT SERVICES INDIA LIMITED

दिनांक - 15/12/2020

प्रती,

मा ग्रामसेवक,

ग्रामपंचायत : Khadgaon

तालुका : Satara

जिल्हा : Satara

महाराष्ट्र

विषय : आपले सरकार सेवा केन्द्र(ASSK) वाटप व कार्यरत करणे बाबत तसेच केंद्रचालकाची माहिती देणे बाबत

माननीय सर/मॅडम,

आपल्या ग्रामपंचायतीत CSC2.0 प्रकल्पांतर्गत ASSK केंद्राचे वितरण झाले आहे. केंद्र कार्यरत ठेवण्यासाठी व CSC2.0 प्रकल्पांतर्गत G2G/G2C/B2C/इतर सेवा देण्याची जबाबदारी माझ्यावर अटी व शर्तीच्या आधिन राहून दिनांक : 14/12/2020 पासून सोपविण्यात आली आहे. माझ्या बदलची माहिती खालील प्रमाणे आहे.

आपल्या कडून समन्वय व सहकार्याची अपेक्षा आहे.

केंद्रचालक ची सही :

पोच

केंद्र चालकाचे नाव : PRIYANKA DATTATRAY JADHAV

ग्राम सेवक :

केंद्रचालकाचा पत्ता : Khadgaon

सही चिन्ह :

ग्राम सेवक
ग्रामपंचायत खडगाव
ता. जि. सातारा.

☒

SCAN QR CODE TO VIEW DETAILS



HRD/2T/12983539/19-20

Ms. Shahista Hamid Khan
Candidate ID: 12983539
Plot No .11 Samrath Nagar Colony,Molacha
Odha,Shahupuri,Satara
Satara - 415002
Maharashtra
India
Ph: (91) 88560 45687

August 7, 2019

Dear Shahista,

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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0382
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.07 18:06:25 +05:30
Reason: Offer Letter
Location: Bangalore



IMDS NIDHI LIMITED

E-210, 2ND FLOOR, TOWER NO 3, INFOTECH PARK, STN COMPLEX VASHI NAVI MUMBAI MAHARASHTRA 400703

April 02, 2019.

Miss. Rutuja Deshmukh.

A/P- Kuroli (Si)

Tal- Khatav, Dist- Satara 415527

Dear Rutuja Deshmukh,

With reference to your Appointment Letter dated 02/05/2019 we are pleased to inform you that your services have been confirmed in our organization with effect from 06/05/2019.

As per discussion your Allowance will be as per Post and Location. Salary increments and break ups decision totally depend on and changed according to company norms.

You will also be entitled to other benefits offered to permanent employees. All other terms and conditions of the above mentioned appointment letter remains unchanged.

Kindly sign the duplicate copy of this letter as a token of your acceptance and return the same to us for records.

Thanking you.

Your faithfully,

Managing Director,

IMDS NIDHI LIMITED

IMDS NIDHI LTD

AMB
Director

Rutuja Deshmukh

July 3, 2020

Mrunal Pramod Mule
Mumbai - Goregaon

Sub: Extension of Project Assignment

Dear Mrunal,

Further to your contract dated July 8, 2019, we are pleased to inform you that your contract has been extended for the period of one year from **July 8, 2020 to July 7, 2021.**

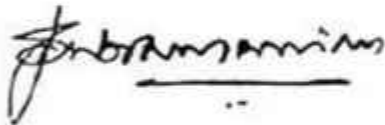
Your annual compensation stands revised to **Rs. 2,76,000/-** effective **July 8, 2020**

Either party can terminate the service by giving a 30 days' notice or payment in lieu of notice

All other terms and conditions of the contract agreement remain the same.

Sincerely,

For **Tata AIG General Insurance Co. Ltd.,**



Subramanian Suryanarayanan
Chief Human Resource Officer

Name: _____

Signature: _____

Date: _____



HRD/2T/12983538/19-20

Ms. Ankita Ashok Bhosale
Candidate ID: 12983538
At Malwadi, Post
Ambedare
Satara - 415002
Maharashtra
India
Ph: (91) 74481 21974

August 7, 2019

Dear Ankita,

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

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

Digitally signed by RICHARD LOBO
Date: 2019.08.07 18:06:24 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/2T/12983538/19-20

Ms. Ankita Ashok Bhosale
Candidate ID: 12983538
At Malwadi, Post
Ambedare
Satara - 415002
Maharashtra
India
Ph: (91) 74481 21974

August 7, 2019

Dear Ankita,

Congratulations! We are delighted to make you an offer as **Operations 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 **September 23, 2019**.

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 Period

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: 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

Probation and confirmation

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

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

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

Transfer

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

Agreement

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

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

Passport & Driving License

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

Compensation and Benefits

Salary

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

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

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

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice period

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

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

Background checks

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

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

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

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

Other terms and conditions

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

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

ANNEXURE –I
(Compensation)

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Ankita Ashok Bhosale			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	13,582			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580			
MONTHLY GROSS SALARY	16,162			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,630			
GRATUITY - 4.81% of Basic Salary*	653			
FIXED GROSS SALARY (1+2+3)	18,581			
TOTAL GROSS SALARY	18,581			
OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



Fwd: Letter of Intent - Asma Kable - Ref. No.: 8657915

1 message

Asma Kable <asma.2.kable@gmail.com>
To: netflysatara@gmail.com

Wed, Feb 13, 2019 at 10:39 AM

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

From: <careers@wipro.com>

Date: Mon, Feb 4, 2019, 6:34 PM

Subject: Letter of Intent - Asma Kable - Ref. No.: 8657915

To: <asma.2.kable@gmail.com>

Campus - Letter Of Intent

04-Feb-2019

Dear Asma Kable,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

Period	Scholarship	EST	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

Law Spades Services Pvt. Ltd.

Vardhini, Sarang Soc, 83/1, 2nd/3rd floor, Sahakar Nagar, Pune 411009

5th November 2019

LS/Appt-355-2019-20

To,
Dipali Kadam

Address:
**Mahadev Nagar, A/P-Koregaon,
Tal-Koregaon
Dist Satara-415501.**

Subject: Appointment letter

This has reference to the interview and personal discussion we had. We are pleased to appoint you as **Assistant Data Processing**.

Joining Date	: 24th September 2019
Job Title	: Assistant Data Processing
Emoluments	: INR 2,19,521/- CTC per annum. (INR Two lakh nineteen thousand five hundred and twenty one only)

This letter of appointment attached Annexure I, NDA, NC&NS, TPP document and Business associate agreement will form your contract of employment.

During the period of your employment you will be based at **Pune**, but you may be required to relocate to another location within India.

The appointment is subject to the Company's Rules, Regulations and Terms and Condition of service applicable for the time being and as amended / stipulated in the Standing Orders, Home Rules and all instructions and orders issued from time to time.

You will be on probation period for 06 months from the date of joining. During the probation period the employment can be terminated by either party by giving 07 days' notice. The probation period can be extended for a maximum period of 6 months and if your performance is still not satisfactory, the company will have the right to terminate your services by giving 7 days' notice.

On completion of probation period the employment can be terminated by giving 30 days' notice on either side. In case of failure of the notice, you shall be liable to reimburse the amount proportionate to the days for which you have not served the notice period.



LAW SPADES Regd Off :-H2, Balkrishna, 142/5, Jai Prakash road, Andheri (W), Mumbai 400 053 CIN: U74900MH2015PTC263998

Date: 22nd April 2019

To,
Prachi Ahirekar,

Appointment Letter

We wish to inform you that you have been appointed as a **Jr. Executive (Operations & Strategic)** in our organization, with effect from **22nd April 2019** on following terms and Conditions :

Probation: - Initially you will be on a probation period of 3 months and if your performance is found satisfactory, your Service will be confirmed and you will be put in a suitable grade.

Salary: - Your CTC will be of **Rs.2,08,000/- Per Annam.**

Transfer: - After confirmation your service is transferable to any department/location as per requirement of the company.

Termination: - During probation your service may be terminated without any notice from either side. However on confirmation a notice of 1 months or pay in Lieu notice period is required to be given from either side.

Medical Fitness: - Your appointment and its continuance are subject to your being found medically fit. The company reserves the right to ask you to go under medical examination by its doctors as and when thought necessary.

General Conditions: -

1. You have to treat the affairs of the company as strictly confidential during and after employment with the company.

2. You will devote your whole time and attention to work capital project assigned to you and will not take any direct/indirect business or work or remunerative except with written permission of the Company.
3. Breach of above two conditions and any willful negligence, in subordination, misconduct will render your service for termination, without any notice from the company.
4. If you remain absent for more than four days continuously during probation and for more than eight days after confirmation you shall be considered as having voluntarily abandoned your employment with the company.
5. You will be governed by all the standing orders rules and regulations of the company as well as any amendments as may come in force from time to time.

Thanking you

Yours faithfully,
For **Textronics Design Systems (I) Pvt. Ltd.**



Mukesh Sethia
(HOD HR)

12-Mar-2019

Dear Saniya Faruk Shaikh,
BCA, Computer Applications
College of Computer Application for Women, Satara

Candidate ID – 12756180

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.240,982/-. 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 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.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Ref No. 19/007COR

Date : 25/08/2019

Letter of Appointment

To

Miss Poonam Chandrakant Ingale,
A/Po. Borkhal, Tal. & Dist. Satara,
Satara - 415002

Dear Miss Poonam Chandrakant Ingale

Appointment as "Web Developer (Trainee)"

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position with our Company effective from 26th August-2019 under the following terms and conditions

1. **SALARY**
Your salary will commence at Rs.2500 per month
2. **PROBATIONARY PERIOD**
Your appointment will be subject to a probationary period of 6 months. An official confirmation of your appointment will be notified to you in writing. After successful completion of the probationary period your salary will be increased as per company's procedure and your performance.
3. **WORKING HOURS**
Your working hours will be as follows:
Mon - Sat : 9.30am To 6.00pm
Lunch Break : 1.30pm to 2.00pm
Weekly Off : Sunday
4. **PAID LEAVE**
 - Annual Leave: The maximum leave will be fixed at 21 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip. No leave will be granted immediately before/after Public Holidays. Employee may carry forward a maximum of 7 working days' unutilized leave to the following year and must be utilized by end of that year. Encashment of balance leave will be added into your salary after every six months.
 - Marriage Leave: Permanent employees are entitled to 10 days Marriage Leave.

Ref No. 19/006COR

Date : 16/06/2019

Letter of Appointment

To

Miss. Tanvi Vikram Khaladkar,
Satara - 415002

Dear Miss. Tanvi Vikram Khaladkar,

Appointment as "Web Developer (Trainee)"

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position with our Company effective from 17th June -2019 under the following terms and conditions

1. SALARY

Your salary will commence at Rs.2500 per month

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 6 months. An official confirmation of your appointment will be notified to you in writing. After successful completion of the probationary period your salary will be increased as per company's procedure and your performance.

3. WORKING HOURS

Your working hours will be as follows:

Mon - Sat : 9.30am To 6.00pm

Lunch Break : 1.30pm to 2.00pm

Weekly Off : Sunday

4. PAID LEAVE

- **Annual Leave:** The maximum leave will be fixed at 21 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip. No leave will be granted immediately before/after Public Holidays. Employee may carry forward a maximum of 7 working days' unutilized leave to the following year and must be utilized by end of that year. Encashment of balance leave will be added into your salary after every six months.
- **Marriage Leave:** Permanent employees are entitled to 10 days Marriage Leave.



SMART EDUCATION

Get Smart... Get Success...

Head Office : 2nd Floor, Sai Shakti Arcade, Near Bombay Restaurant Flyover, Satara.

☎ : 02162 - 227706, Mob. +91 9175422527

🌐 www.smarteducation.co.in ✉ smart.education12@yahoo.com

Ref. No. 142

Date : 10/02/2021

Exprience letter

Miss. Vaishnavi Dipak Nikam . Join our Smart Education , Satara (ISO-9001:2015 certified Institute) on 10 June 2018 as an Educational Executive.

Till today she got two promotions and now she is working as Senior Development Officer and Training Head and have salary 20000/- per month + Insentive.

She is very talented, honest and hard working person and surely have a bright future.

Wishing her a very best of luck for future.

Thank You.



For Smart Education, Satara

MAHARASHTRA Facility MANAGEMENT SERVICES LLP.

Email: maharashtrafacilityllp@gmail.com

To, Pallavi Jadhav
Subject: Letter of Appointment

With reference to your application & subsequent interview you had with us, you shall be placed at IT & Networking department of Aditya Birla Memorial Hospital on Maharashtra Facility Management Services LLP. Roll.

Your detailed CTC Structure is mentioned below:-

CTC	Semi-Skilled
Components	
Basic Salary	5700
DA	4856
HRA (5%)	528
Gross Salary	11084
Leave (4%)	432
Total	11506
Less Deduction	
Contribution to PF (12% of gross salary)	1317
ESIC (0.75% of gross salary)	87
Professional Tax	200
Total (A)	1604
Company's Contribution	
Provident Fund (13%)	1427
ESIC (3.25%)	374
Total (B)	1801
CTC (Cost to Company)	13307
Net Payable (Total-Total(A))	9902

Authorised Signature

- Your one time medical checkup charges are 425/- rs & this amount will be deducted from your salary.
- I-card and Uniform Charges if applicable will also be deducted from your salary.
- Loss of I-card & uniform will be charged extra for replacement.
- As we pay leave allowance there will not be any monthly paid leaves.
- If you are absent for one day without informing or prior intimation to our supervisors minimum 2 days of salary will be deducted.
- All your required original document along with the police verification report to be produced at the time of joining.
- We wish you all the very best and expect long term association with you.
- From the date of joining, your employment is subject of termination by either party, on one month notice or one month Salary (Notice pay shall mean the gross salary & does not include the cash equivalent of any perquisites).



For Maharashtra Facility Management Services LLP

hereby accept the Terms and Conditions mentioned in the above Letter of Offer and will join the Hospital

16/10/2019.

Date:- 2020/10/1 21:20

Signature:

MAYURESH H.SHINDE

TAX CONSULTANT

B.COM, D.T.L.G.D.C. & A.

Pass out Batch : 2018-2019

Faculty : B.com.

Date:-11/02/2021

EMPLOYER CERTIFICATE

This is to certify that, Mrs.Simran Dipak Subhedar is working in my Office as "Accounts & Tax Assistant" since 1st September 2020. Her salary is Rs.3500/- (Rs. Three Thousand Five Hundred only) for the month of November, December, January 2021. She was attending my office & providing me the services of finalizing the accounts of my various clients.

This certificate is issued to him on her request.



**MAYURESH H SHINDE,
TAX CONSULTANT
SATARA**

F-5,1ST FLOOR MATOSHREE PLAZA,
NEAR KANYASHALA,
SATARA-415002

CONTACT: - 02162-237555.
MOB: - 7875470333.
E-MAIL:- mayureshhshinde@yahoo.com.

Datametica Solutions Pvt. Ltd.

502, 5th Floor, Zero1ne, Mundhwa,

Koregaon Park Extension, Pune - 411036, INDIA

Phone: +91 20 6644 6300

www.datametica.com



DM/HR/2021-22/0848

Date: 25th Oct 2021

To,

Ms. Shraddha Paralkar

Dear Shraddha,

With reference to the discussions, we had with you, the management is pleased to offer you the position of a **Associate Analyst** for the period of 6 Months starting from **26th October 2021**.
You will be paid Consulting fees of **Rs. 20,000/- (Twenty Thousand Only)** per month all inclusive.

This is subject to such deduction of tax as is warranted under the applicable local laws from time to time. The Consultancy can be terminated by giving one month's notice in writing by either party and the agreement will stand terminated on the expiry of the period of notice. A detailed Agreement of appointment containing other terms and conditions of your Consultancy will be issued to you on joining.

Kindly return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms and conditions. This offer is subject to satisfactory reference.

We welcome you to the DM (Datametica Solutions Pvt Ltd) family and wish you a long and prosperous stint with us.

Yours truly,

For Datametica Solutions Pvt Ltd

For Datametica Solutions Pvt. Ltd.

Director

Authorized Signatory

I accept the above terms and conditions

.....
Signature:

Name **Ms. Shraddha Paralkar,**

Date: 25th Oct 2021.

Ref: 814327/1885669/JTA

01-JUN-2021

Ms. Vrushali Vilas Shinde
Pune (Mah) - 412307
Mobile: 8830699148

Subject: Offer of Appointment

Dear Ms. Vrushali Vilas Shinde

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

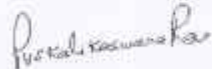
1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer at Band 'U' and Sub Band 'U1' under JTA Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



Vrushali Shinde

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a 'seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Indian Rupees 15,000/- (Indian Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **03-JUN-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **VINCY VARGHESE** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD, PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE, SPECIAL ECONOMIC ZONE, PUNE-411057(MAHARASHTRA), INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **FresherQuery@TechMahindra.com** by **03-JUN-2021**.

For Tech Mahindra Limited



Venkat Paturi

Head - Resource Management Group

Encl: Annexure-A & B Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond.

Date:


Signature:
Vrushali Vilas Shinde

ANNEXURE - A

NAME	Ms Vrushali Vilas Shinde
TITLE	Jr. Software Engineer
BAND	U1
LOCATION	PUNE
COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	40887
HRA (@50% OF BASIC)	20444
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4906
FLEXIBLE COMPONENTS OF TFP	46052
TOTAL FIXED PAY..... (A)	136289
TOTAL VARIABLE PAY (TVP)..... (B)	15143
ADDITIONAL BENEFITS..... (C)	8568
GRATUITY	1967
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	160000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

V. Shinde

ANNEXURE A (Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

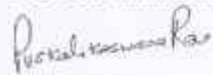
4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited,



Venkat Paturi
Head - Resource Management Group



ANNEXURE - B

NAME	Ms Vrushali Vilas Shinde
TITLE	Jr. Software Engineer
BAND	U1
LOCATION	PUNE
COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	52881
HRA (@50% OF BASIC)	26441
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6346
FLEXIBLE COMPONENTS OF TFP	66601
TOTAL FIXED PAY..... (A)	176269
TOTAL VARIABLE PAY (TVP)..... (B)	19586
ADDITIONAL BENEFITS..... (C)	9145
GRATUITY	2544
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	205000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

Shinde

ANNEXURE B (Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited

Venkat Paturi

Venkat Paturi
Head - Resource Management Group

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ANNEXURE - C

1. Terms and Conditions

(a) Code of Conduct

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

(b) Secrecy

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

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

(c) Conflict of Interest

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

(d) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

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

(e) Exclusivity of Services, Publications, Gifts/Anti-bribery

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

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

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

(f) Confidentiality / Non-Disclosure

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

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

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

(g) Mandatory Period of Service

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the Company. In the event of:

- i) Yourself leaving, abandoning or resigning from the services of the Company
- or
- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training and 24 (twenty four) months of mandatory period of service, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR. 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

2. Assignments/Transfer/Deputation

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

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

3. Termination of Employment

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.
- viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in Section 3(a) herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

- b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. **Company Policies**

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

6. **Personal Indebtedness**

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

7. **Restraints**

Access to Information

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

Authorization

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

Smoking

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

Passwords

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

Unauthorized Software

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

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel

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

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

(a) Destroying Papers & Material

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

(b) Use of Company Resources

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

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

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

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

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

11. **Retirement**

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

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

12. **General**

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

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure ?C and I hereby accept and agree to abide by them.

Name in full : Vrushali vilas shinde
Signature : *Vrushali*
Address : 19, Basappa peth, near kasat devi temple, Satara 415002
Date : 03/06/2021
Place : Satara.

ANNEXURE - D - Checklist of Documents

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

- (a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each
 - X th Certificate & mark sheets
 - XII th Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents ?if any
- (b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed
- (c) **Five** passport-sized color photographs with white background
- (d) **Valid Passport**
Please submit copy of the valid Passport (first and last pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (e) **PAN Card and Proof of PAN Number**
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (f) **Aadhaar Card**
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.
- (g) **Indemnity Bond**
*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

Note: - The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.

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.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

V. Indle

ANNEXURE - E - Confidentiality Agreement

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

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

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

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name
Signature
Date

: Vrushali vilas shinde
: Shinde
: 03/06/2021

ANNEXURE - F - Medical Self-Declaration

MEDICAL DECLARATION FORM			
Applicant ID (To be filled by HR)		Associate ID (To be filled by HR)	
First Name: <u>Vrushali</u>		Last Name: <u>shinde</u>	
Gender: Male/Female <input checked="" type="checkbox"/> F		Date of birth (DD/MM/YYYY) <u>04/09/98</u>	Blood Group <u>B+</u>

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?		<input checked="" type="checkbox"/>	
Can you readily distinguish between the pigmentary colors?	<input checked="" type="checkbox"/>		
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?		<input checked="" type="checkbox"/>	
Do you have any physical deformity / handicap?		<input checked="" type="checkbox"/>	
Do you have any congenital disorder / abnormality?		<input checked="" type="checkbox"/>	
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?		<input checked="" type="checkbox"/>	
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?		<input checked="" type="checkbox"/>	
Have you ever been disqualified on medical grounds from any previous employment opportunity?		<input checked="" type="checkbox"/>	
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?		<input checked="" type="checkbox"/>	

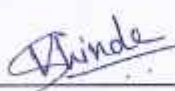
Have you had any form of critical illness or operation in the last two years?		✓	
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?		✓	

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

Heart Attack		Diabetes	
High Blood Pressure		Stroke	
Night Blindness		Valve Disorders	
Asthma		Slipped disc	
Any other major disease/illness that you may be willing to disclose	No		

Candidate's Declaration:

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

Signature: 
Name: Vrushali vilas shinde
Date: 03/06/2021
(DD/MM/YY)

ANNEXURE - G - Intellectual Property Assignment

Associate Name : Vrushali Vilas Shinde
Associate ID :
Date : 03/06/2021

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

(a) Intellectual Property Assignment

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

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

(b) Restrictions after Termination

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

WITNESSED

ACCEPTED

ANNEXURE - H - Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

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

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This **Clause 4** is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

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

- b) Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c) In the event of a breach or threatened breach of this **Clause 4** by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d) In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

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

5. **Ownership of Work Product:**

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

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

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

- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest;
- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in **Clause 13** for the liquidated damages specified in **Clause 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.
10. **Severability:** Each Clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

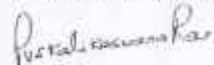
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

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

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

Executed this 03 day of 06, 2021

For and on Behalf Of
Tech Mahindra Limited



Venkat Paturi
Head - Resource Management Group

Signature: 

Ms. Vrushali Vilas Shinde

ANNEXURE - I - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Vrushali Vilas Shinde** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Ms. Vrushali Vilas Shinde**, hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this 02 day of 06 (month), 2021 (year), and hereby acknowledges, understands and agrees to the above.

Vrushali Vilas Shinde

Signature: _____

V. Shinde

Witness / Notary Public: _____

Annexure - J - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at <<Joining Location>> on this << Joining Date>> day of << Joining Month>> << Joining Year>> by Mr/Ms/Mrs.<< Name >> age <<Age>> S/o Mr.<<Father's Name>> a permanent resident of <<Address>> "hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

AND

Mr. <<Name of Surety>> age <<Age>> S/o Mr.<< Father's Name of Surety>> a permanent resident of << Surety Address>> [hereinafter called "Surety" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India [hereinafter called "Tech Mahindra" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the Employee has been selected for appointment as Jr. Software Engineer
in Band Band U in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the Employee vide letter No. _____ dated _____ of Tech Mahindra.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to Tech Mahindra on 03/06/2021 by the employee.

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called .Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of Tech Mahindra.

[Signature]

NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.
3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e. Akash dhamdhare agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and failure to indemnify Tech Mahindra**, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR. 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.
5. The **Employee** further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by **Tech Mahindra**, he/she shall pay an amount of **INR. 100,000 (Rupees One lakh only)** with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which **Tech Mahindra** has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by **Tech Mahindra** during intervening period. The employee and surety agrees that assessment of liquidated damages as assessed as **INR. 100,000 (Rupees One lakh only)** are reasonable, which they both agree to pay jointly and severally, on demand made by **Tech Mahindra**.
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and **Tech Mahindra** shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.
7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

IN WITNESS whereof, the **EMPLOYEE & the SURETY** have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

Name of First Part: Vrushali vilas shinde

Sig: Vshinde

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

Name of Surety:

Sig: Ashutosh

S/d by:-

1. **WITNESS:** Akash vinod dhamdhare
(Name)

NAME & ADDRESS: A-72 pimple gurav tal. Haveli Dist. Pune

2. **WITNESS:** Kavya Jadhav
(Name)

Sig: KJadhav

NAME & ADDRESS 101, delight Society, manjari road, pune.

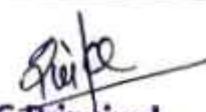
Year 2019-20

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placement Details 2019-20

Sr. No.	Name of Student placed and contact Details	Program graduated from	Name of employer with contact details	Pay Package at appointment
1	Chavan Ruchira Anil Mb.-9850325963	BCA	cognizant solution Technology India pvt.Ltd	2.52 LPA
2	Vedpathak Vishakha Anil Mb.-7498833713	BCA	Infosys Pvt Limited	2.2 lakhs
3	Jagtap Amruta suresh Mb.-9923780065	Bcom	Vinfro it solutions pvt Ltd	As Per company Rule
4	Bawlekar Avanti Vijay Mb.-9921878437	BCA	JA solutions	72000
5	khatavkar Bhakti megharaj Mb.-7057385411	Bcom (Vocational)	SSBA innovations	1,20,000
6	Karanjekar Pratiksha Satish Mb.-9552008770	BCA	Wipro limited	1,80,000
7	Yadav Supriya Santaji Mb.-8605381226	BCA	cognizant solution Technology India pvt.Ltd	2.52 LPA
8	Sane Shreeya Bhaskar Mb.-8830943072	BCA	Infosys Pvt Limited	2.2 LPA
9	Shaikh Sumaiya Rafik Mb.-8412896786	BCA	Wipro limited	1.8 lac
10	Rasal Sandhya Kalidas Mb.-9067259967	BCA	AB Software Solution, Satara	60000
11	Shinde Vaishnavi Arvind Mb.-7666516338	BCA	JA Solutions Satara	72000
12	Bhat Soujanya Jairam Mb.-9860918908	BCA	Infosys Pvt Limited	2.2 LPA
13	Jadhav Rushali Ramakant Mb.-8421947398	BCA	Infosys Pvt Limited	2.2 LPA
14	Kale Aarti Rajendra Mb.-9834201155	BCA	cognizant solution Technology India pvt.Ltd	2.52 LPA
15	Doiphode Pooja Pandurang Mb.-7262011563	BCA	cognizant solution Technology India pvt.Ltd	2.52 LPA
16	Magar Kiran Nandkumar Mb.-7678066191	BCA	Wipro limited	1.8 lac
17	Helavi Sonali Ramchandra Mb.-8407910374	BA	Central Railway	As per Central Government Rule
18	Jadhav Shravani Shekhar Mb.-8605461942	BCA	Mona School Satara	90000 Pa


IQAC
Cordinator





I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)

Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara
[Faculty:BCA,BA,Bcom]
Placement Details 2019-20

Sr. No.	Name of Student placed and contact Details	Program graduated from	Name of employer with contact details	Pay Package at appointment
19	Nikita Popat Disale Mb.-7218854174	BCA	Sarathi janklyan Navbharat Gramin Vikas Sanstha satara	120000Pa
20	Suchitra kishor dhotre Mb.-9175782943	BCA	Sarathi janaklyan navbharta Garmin vikas sanstha satara	120000Pa
21	Pranali Dhanaji Ghorpade Mb.-9022814349	BCA	Aikya Press Satara	7000 per month
22	Dipali subhash Gumaste Mb.-9322259628	Bcom (Vocational)	Tax Clerk	10000 per month
23	Priya Dattaram kharat Mb.-8779154630	Bcom (Vocational)	MDP Finance Services Pvt.Ltd Address- Krishna	1,20,000/-
24	Pawar Shwetali pandurang Mb.-7083163598	BCA	AI vision satara	100000 pa
25	Shivani Sanjay Wagh	BCA	Inventive Infotech S/w Developer	234000Pa
26	Ashwini Ashok Pawar Mb.-7875820443	BCA	Paras Cadd- Trainee software Developer	144000Pa
27	Pragati Chandrakant Ugale Mb.-9011423552	BCom	Hotel J's Excellency, Mahabaleshwar	96000
28	Dhakar Urmila kalam- 9579813374	BCA	Prowess consultant and services	180000
29	Neha Dinkar Dhanave	BCA	Acme infovision system Pvt LTD	84000Pa
30	Dapal Pratiksha Sanjay	BCom	Shwas Multispecialist Hospital Satara	132000 Pa


IQAC
Cordinator




I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)

28-May-2020

Dear Ruchira Chavan,
BCA, Computer Applications
College of Computer Application for Women, Satori



Candidate ID – 14130213

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.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Ruchira Chavan

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		216,749
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		228,749
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		252,001

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

HRD/2T/1000584915/20-21

January 28, 2021

Ms. Vishakha Anil Vedpathak
No. 177 Dattanagar,
Kodoli,
Satara-415004
India

Ph: +91-7498833713

Dear Vishakha,

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: 2021.01.28 16:26:32 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/1000584915/20-21

January 28, 2021

Ms. Vishakha Anil Vedpathak
No. 177 Dattanagar,
Kodoli,
Satara-415004
India

Ph: +91-7498833713

Dear Vishakha,

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 **08-Mar-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Increments and Promotions

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

Transfer

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

Agreement

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

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

Passport and Driving License

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

Compensation and Benefits

Salary

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

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

Ex - Gratia / Bonus

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.01.28 16:28:32 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I

(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Vishakha Anil Vedpathak			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			13,582	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,580	
MONTHLY GROSS SALARY			16,162	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			136	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,630	
GRATUITY - 4.81% of Basic Salary*			653	
FIXED GROSS SALARY (1+2+3)			18,581	
TOTAL GROSS SALARY			18,581	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

Vinfro

Ref : OVI2001000609

Date : 21/12/2020

OFFER LETTER

Dear Miss . Amruta Suresh Jagtap

With reference to your application for the post of Trainee and your subsequent interview by the technical and HR department, we are pleased to inform you that you have been selected to the above post. Your appointment will be as per the terms of appointment letter and the Standing orders, Rules and regulations applicable to you.

Your joining date is 21.12.2020 at 10:00 , location: "Nariman Tower" Hotel Preeti Executive & Commercial Complex FLOOR 3, Office No-2, Plot No. P 8/1 Old M.I.D.C.Satara, Tal. &Dist. Satara 415004.and produce copies of the documents along with the originals for verification for personal records as per Annexure- I

Your appointment will be affected on your acceptance of appointment offered to you and completion of prescribed formalities.

Yours Faithfully

For **Vinfro IT Solutions Pvt. Ltd.**

Prerona

Authorised Signatory.



JA Solutions, Kapila Park,
Nr. Sumitraraje Udyan, Camp Sadar Bazar
Satara-415001, Maharashtra, INDIA.



Offer Letter

Date: 26/12/2020

Sub: Offer Letter

Dear Avanti Bavalekar,

It is our good pleasure to inform you has been selected for our company as in PHP Developer.
Your appointment Process will do at our company HR Department on 25th December 2020.

The Company can be offering you as best salary with benefits 6,000/- per month for this post.
The designation will be fixing by company HRD at time of final process.

The job profile and salary offered by company will be mention in your call letter.

We wish you the best of luck!!!!

Avanti Bavalekar


(PHP Developer)

Alankar Jadhav


JA SOLUTIONS
Innovative Ideas. Custom Solutions
Proposed
CEO
JA SOLUTIONS



HR/Offer/2020/CS/037

14-Aug-2020

Bhakti Khatavkar
Kolhapur
Ph: +91 7057385411

Dear Bhakti,

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you a position as **"Executive - Customer Support"**. We take this opportunity to welcome you to **SSBA Innovations Pvt. Ltd.**

Please find below the details of your employment:

Designation:	Executive
Role	Customer Support
Reporting to:	Mr. Brijmohan Lavaniya
Date of Joining:	17-Aug-2020
Annual CTC:	INR 1,20,000 (INR 10,000/Month)
Probation Period:	6 Months
Confirmation:	At the end of the probation period, you will be confirmed depending upon your satisfactory performance.

Terms and Conditions of the offer are as follows:

1. You will be on Probation for a period of six (6) months. In addition to your performance during the probation period, your confirmation is subject to your submitting the requisite documents as required by the company.



2. You shall devote the whole of your time, knowledge, skill, and attention to the performance of your duties with the company.
3. You will not, without the consent of the Company, seek employment/ business opportunities which may conflict with interests the Company, with any of the clients or suppliers of the Company, for a period of one year, after severing your connections with the Company. If it is observed that you are breaching this term, then the Company will have the right to recover an amount of ₹ 2,00,000/- as damages for breach of the employment agreement to secure the company's business interest.
4. You shall not disclose any secrets, transactions or information related to the Company business at any time during your employment or thereafter. Also, you will have to sign a Confidentiality Agreement at the time of joining the Company.
5. Upon termination of your employment, you will return to the company all software licenses, hardware, papers, designs, literature, documents, and any other articles and or copies thereof belonging to the Company which may at the time be in your possession. In case, if any such documents/ information found with you after severing the connection with us, you may be liable for legal action under relevant laws.
6. As part of joining formalities, the Company may, at its discretion, conduct background checks to validate the details of education as well as previous employment details if any, furnished by you. Therefore, the documents as listed in Annexure B have to be submitted on the day that you join the company. In addition, the Company may, at its discretion conduct background checks on your identity, address provided, and criminal records.
7. During the Probation period, your services can be terminated with one month's notice or salary thereof on either side.
8. Post confirmation as a regular employee, you will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
9. However, the company reserves the right to terminate your employment at any time during your employment with us by giving a notice of 7 days or salary in lieu thereof, if it is observed that you are involved in misconduct or breach or fraud or dishonoring company policies or disclosure of confidential information or dishonoring terms of this offer letter.



10. Your services can be transferred or deputed to any of our units/departments or client locations situated anywhere in India or abroad. At such time, compensation applicable to a specific location will be payable to you.
11. During the employment with the company you agree not to undertake employment, whether full-time or part-time, as the Director / Partner/member/employee of any other organization/entity engaged in any form of business, trade or profession whatsoever.
12. You will be governed by the rules and regulations of the Company as applicable.
13. All the benefits are as per the Company's policies, which are subject to change from time to time.

In token of your acceptance of this offer, kindly sign and return the duplicate copy at the earliest to the Company on the date of joining.

We welcome you to the SSBA Innovations family and wish you a rewarding career over the years to come.

Yours sincerely,

Samir Jayswal

CEO & Director

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:

Sign your name:

Print your name

Location

ANNEXURE A

Salary Details for are as below:

Monthly: ₹ 10,000

Annual Package: ₹ 1,20,000

	Per Month (INR)	Per Year (INR)
Fixed Components		
Basic Salary (40% of CTC)	1,667	20,000
House Rent Allowance (40% of Basic)	667	8,000
Medical Allowance	2,000	24,000
Conveyance Allowance	2,167	26,000
Special Allowance(Deducting LTA+MA+CA)	1,833	21,996
Gross Salary	8,333	1,00,000
Annual Salary Components		
LTA (Paid Monthly)	1,667	20,000
Total Gross Salary	10,000	1,20,000

** Taxes will be deducted as per applicable law.

ANNEXURE B

You are required to submit self-attested scanned copies of each of the following documents:

1. Passport size photograph (Digital)
2. Class 10 (or equivalent), Class 12 (or equivalent), Graduation & Post Graduation Mark sheets
3. Graduation/ Post Graduation Degree Certificates (as applicable)
4. Post-Graduation Mark Sheet(s) – (if applicable)
5. Diploma Certificate (if applicable)
6. Relieving letter/experience letter (in case you are already employed) from all previous employers (as applicable)
7. Passport / Aadhaar Card

In case of failure to submit the aforementioned documents, your next salary revision will be impacted.



21 Aug, 2020

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

Work Integrated Learning Program
Wipro Limited, Doddanna Halli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Pratiksha Satish Karanjekar,

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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by Sunil Kalachar
Date: 2020.08.21 15:50:43
Reason: Generated by Wipro

Registered Office

Wipro Limited
Doddanna Halli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (0) 2844 0011
F : +91 (0) 2844 0034
E : info@wipro.com
W : wipro.com
C : CORPORATION PLAZA

(Security: Internal & Restricted)

9641120

Page 1 of 18



Endorsement

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

Signature: _____

Date: _____



28-May-2020

Dear Supriya Santaji Yadav,
BCA, Information Technology
College of Computer Application for Women, Satura



Candidate ID – 14130105

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.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Supriya Santaji Yadav

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		216,749
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		228,749
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		252,001

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details



From: Offers@infosys.com [Offers@infosys.com]

Sent: Tuesday, November 24, 2020 6:54 PM

To: BHASKAR.SANE

Subject: Offer of Employment - Virtual onboarding and Training

Dear Shreeya,

Congratulations!!!

We hope you and your family are staying safe and keeping healthy. We appreciate the resolve and patience you have kept in matters of your joining date.

At Infosys, the health and well-being of our employees is a key concern and in keeping with the same we would like to congratulate you once again on your successful participation in our campus recruitment process during the year 2019-2020. It is our pleasure to extend you an Offer of Employment as Operations Executive in Infosys Limited. Please find attached the Offer of Employment with your confirmed date of joining. The instructions to complete the agreement is attached for your reference.

A primarily online mode of communication on the joining related formalities will follow. We request you to keep regular online vigilance for the same.

Academic Eligibility Criteria for Joining

1. Our offer to you as Operations Executive is conditional upon your having fully completed your graduation without any active backlog papers and with a simple average aggregate of 60% throughout Class X, Class XII, and Graduation. This remains the same at the time of joining (with or without your final semester/year results added)



01 Jun, 2020

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

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

Dear Sumaiya Rafik Shaikh,

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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified

Digitally signed by Sunil KALACHAR
Date: 2020.06.01 09:50:53 IST
Reason: C:\Program Files\Internet Explorer\iexplore.exe
Location: Bengaluru

Registered Office

Wipro Limited
Dodda Kannelli
Sarjapur Road
Bengaluru 560 035
India
T: +91 (80) 2844 0011
F: +91 (80) 2844 0054
E: hr@wipro.com
W: wipro.com
C: 132107KA185670023882

Serial No: 9646621

9646621

Appointment Letter

Date: 12/06/2020

Miss. Sandhya Kalidas Rasal

Date-29/05/2020

Dear Sandhya,

Thank you for your interest in working for our organization. Having successfully passed the interviews and accepting offer of an employment and joining on **12th June 2020**, we are pleased to join you as a position of **Net developer** with AB Software Solution. It is my pleasure to welcome you in AB Software Solution family.

This employment is subject to the Standard Terms and Conditions of Employment by AB Software Solution and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement.

The overall CTC offered to you is **Rs.60000 per Year**.

The management reserves the right to bifurcate the salary merging or bifurcating with any other allowance/allowances.

The terms and conditions of service will be as follows:

1. HOURS OF WORK:

1.1 The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your dues to the Company. The normal working hours are from 9:30 AM to 6:00 PM and you are expected to work not less than 40 hours each week, and if necessary for additional hours depending on your responsibilities.

2. PROBATION:

2.1 In the first instance you will be on probation for a period of Three months from the date of your joining. Probation period will get continued till management don't provide you a permanent employment letter/revised appointment letter. Availability of projects will be effecting your probation period/employment. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Appraisal is applicable after probation period completion and company has right to take decision regarding it. Unless confirmed in writing, you will be deemed as probationer after the expiry of the

Flat No.6, Yogiraj Apartment No-2, DhayriPhata, Pune-411041
Vitthainiwas, pplot no-11, adityanagar, saidapurphatasatara- 415002
Shop no 37, panchanandht, sector 9 taloja phase 1, navi Mumbai.

Near nagarpalika, saraswatisankul, 9th lane jaysingpur.

Web:www.absoftwaresolution.com Mail: absoftwaresolution@gmail.com Phone: +91-8888732973

JA Solutions, Kapila Park,
Nr. Sumitraraje Udyan, Camp Sadar Bazar,
Satara-415001, Maharashtra, INDIA.



Offer Letter

Date: 26/12/2020

Sub: Offer Letter

Dear Vaishnavi Shinde,

It is our good pleasure to inform you has been selected for our company as in PHP Developer.
Your appointment Process will do at our company HR Department on 25th December 2020.

The Company can be offering you as best salary with benefits 6,000/- per month for this post.
The designation will be fixing by company HRD at time of final process.

The job profile and salary offered by company will be mention in your call letter.

We wish you the best of luck !!!!

Vaishnavi Shinde

(PHP Developer)

Alankar Jadhav

JA SOLUTIONS
Innovative Ideas. Custom Solutions

Proprietor

JA SOLUTIONS

12/6/2019

Welcome to Rediffmail. Inbox

rediffmail

Mailbox of bca_college

Subject: Infosys Final Selects

From: KBjoshi BCA Placements <kbjoshibcaplacement@gmail.com> on Fri, 06 Dec 2019 11:20:27

To: "from: Rupali Saraf" <kbjoshibcaplacement@gmail.com>

Cc: Sayankar Madam <swatisayankar@rediffmail.com>, Rupali <rupali_saraf@yahoo.co.in>, kalyani namjoshi <kalyaninamjoshi@gmail.com>

1 attachment(s) - Final_offers_K.B._Joshi__1_.xlsx (11.59KB)

To
The Principal
&
Training & Placement Officers

Greetings from K.B.Joshi Institute of IT BCA College!

Heartiest Congratulations!

We would like to congratulate the chosen candidates on their stellar performance. We received final select list from company end but college name is not mentioned in list. So we are sharing detail of all final selects. Please find attach list.

Thanks and Regards,
Rupali Saraf and Kalyani Namjoshi

Infosys Final Selects

S. No:	CANDIDATE NAME	CANDIDATE EMAILID
1	Pritam Pranab Roy	roydapritam@gmail.com
2	Onkar Ramchandra Dhumal	armybrat08k@gmail.com
3	Dhvani Nileshe Mehta	dhvanimehta99@gmail.com
4	Onkar Nanasaheb Nimbalkar	onkarnimbalkar98@gmail.com
5	Ketaki Shashikant Kakirde	ketakikakirde@gmail.com
6	Ruchira Anil Chavan	ruchirachavan01@gmail.com
7	Sneha Chandrakant Chaudhari	snehacc44@gmail.com
8	Yuvarani Balaguruven Kannadiyan	yuvaranik97@gmail.com
9	Rahul Vilas Jadhav	rahuljadha7365@gmail.com
10	Raksha Santosh Ghevadekar	raksha.ghevadekar@gmail.com
11	Ankita Prashant Gandhi	09.ankitagandhi@gmail.com
12	Ram Shivaling Chougule	ramchougule46@gmail.com
13	Aditee Sushil Karbhari	aditee.karbhari@gmail.com
14	Pratiksha Rajaram Borate	prtkshborate@gmail.com
15	Sanket Rajaram Takawane	sankettakawane1212@gmail.com
16	Isha Shashank Kshirsagar	ishakshirsagar99@gmail.com
17	Purva Deepak Madgaonkar	purvamadgaonkar478@gmail.com
18	Suraj Gopal Wadje	suraj14wadje@gmail.com
19	Gopika Reghu	gopika4dad@gmail.com
20	Shoaib Salim Mirajkar	shoaibmirajkar80@gmail.com
21	Ankit Kumar Sharma	ankitcoolji@gmail.com
22	Shreya Somnath Raut	rautshreya1602@gmail.com
23	Prachi Pramod Gurjar	prachigurjar70@gmail.com
24	Vaishnavi Chandrakant Dudhale	vaishnavidudhale@gmail.com
25	Vishakha Anil Vedpathak	vishakhavedpathak0799@gmail.com
26	Shivani Niranjan Mhaisekar	shivanimhaisekar@gmail.com
27	Mansi Balasaheb Bhor	mansibhor20@gmail.com
28	Apeksha Eknath Ghogale	apekshaghogale99@gmail.com
29	Sanika Mahesh Kulkarni	ksanika0606@gmail.com
30	Srushti Suryakant Ghorpade	srushtighorpade2000@gmail.com
31	Vaishnavi Vishvesh Karandikar	vaishnavikarandikar@gmail.com
32	Mahin Sudhesh Sowani	mss.99.14@hotmail.com
33	Hameda Saeed Shaikh	hamedashaikh4@gmail.com
34	Anubhav Sandeep Arora	asaparora0809@gmail.com
35	Ameya Narendra Kulkarni	amyakulkarni10@gmail.com
36	Sanjana Shashikant Maskar	sanjanamaskar1199@gmail.com
37	Alisha Vaibhavi Adhav	alisha99adhav@gmail.com
38	Ritik Gyanchandra Soni	ritiksony07@gmail.com
39	Apurva Sunil Jadhav	apurvasuniljadhav123@gmail.com
40	Gautami Yashwant Kawade	gautamikawade@gmail.com
41	Jidnesh Jaywant Ghorpade	jidneshghorpade1@gmail.com
42	Apeksha Eknath Wabale	apeksha.aew@gmail.com
43	Yukta Subhash Yadav	yuktay74@gmail.com

44	Hastu Budharam Suthar	hastusuthar99@gmail.com
45	Abhishek Suresh Bhalerao	bhaleraoabhishek855@gmail.com
46	Rahul Kaluram Dodke	rahuldodke9@gmail.com
47	Neha Ganesh Tarade	taradeneha55@gmail.com
48	Reena Raju Rathod	reenarathod2811@gmail.com
49	Nikita Sah	nikitasah153@gmail.com
50	Garima Sanjeev Singh	garlmasingh.chhavi@gmail.com
51	Dhanashree Dhananjay Kadu	dhanashreekadu23@gmail.com
52	Sadiya Mohammed Salim Shalkh	shalkhsadiya7861@gmail.com
53	Nitesh Dinesh Poojarl	niteshpoojarl911@gmail.com
54	Vedika Sunil Patil	pvedika493@gmail.com
55	- Soujanya Jalram Bhat	soujanyabhat1999@gmail.com
56	- Rushali Ramakant Jadhav	rushjadhav81197@gmail.com
57	Atharva Mahesh Ayati	atharva.ayati@gmail.com
58	Yashashree Indranil Mayekar	yashashree.mayekar@gmail.com
59	Gayatri Dilip Mane	gmane706@gmail.com
60	Ruchi Nitin Parab	ruchiParab70@gmail.com
61	Anuja Sanjay Manjare	anujamanjare11@gmail.com
62	Harshada Shashikant Nikam	harshunikam1999@gmail.com
63	Edwin Joseph Thekkodan	edwinpune123@gmail.com
64	Kamalnath Shankarnath Joshiya	kamal180898@gmail.com
65	Neha Ravindra Bhosle	nehabhosle16@gmail.com
66	Gaurav Nitin Kadam	gauravkadam1999@gmail.com
67	Pratyancha Ram Patrale	pratyancha555@gmail.com
68	Prajwal Rajendra Malvi	prajwal.malvi6@rediffmail.com
69	Nidhi Babubhai Sapra	nidhisapra00@gmail.com
70	Purva Vishwanath Patere	purvapatere11@gmail.com
71	Jaydeep Deepak Dahiwal	jaydeepdahiwal75@gmail.com
72	Yashvi Harji Chaudhary	chaudharyyashvi@gmail.com
73	Pratik Sugriv Bhondave	pratikbhondave04@gmail.com
74	Bhagyashree Nagendra Jadhav	jbhagyashree96@gmail.com
75	Shraddha Shashikant Karad	karadshraddha37@gmail.com
76	Ayushi Dharmendra Sharma	ayushisharma2321@gmail.com
77	Divya Rajesh Chavan	chavandivya3@gmail.com
78	Poonam Balasaheb Sonavane	poonambs28699@gmail.com
79	Roopali Rajesh Deshpande	roopali1499@gmail.com
80	Sanket Balasaheb Kolhe	sanketkolhe2727@gmail.com
81	Shruti Tulshidas Shinde	shruti14051999@gmail.com
82	Kirti Nitin Page	knp263@gmail.com
83	Revati Kiran Bondre	bondre.revati@gmail.com
84	- Shreeya Bhaskar Sane	bhaskar.sane@licindia.com

12/6/2019

Welcome to Rediffmail. Inbox

rediffmail

Mailbox of bca_college

Subject: Infosys Final Selects

From: KBjoshi BCA Placements <kbjoshibcaplacement@gmail.com> on Fri, 06 Dec 2019 11:20:27

To: "from: Rupali Saraf" <kbjoshibcaplacement@gmail.com>

Cc: Sayankar Madam <swatisayankar@rediffmail.com>, Rupali <rupali_saraf@yahoo.co.in>, kalyani namjoshi <kalyaninamjoshi@gmail.com>

1 attachment(s) - Final_offers_K.B._Joshi__1_.xlsx (11.59KB)

To
The Principal
&
Training & Placement Officers

Greetings from K.B.Joshi Institute of IT BCA College!

Heartiest Congratulations!

We would like to congratulate the chosen candidates on their stellar performance. We received final select list from company end but college name is not mentioned in list. So we are sharing detail of all final selects. Please find attach list.

Thanks and Regards,
Rupali Saraf and Kalyani Namjoshi

Infosys Final Selects

S. No:	CANDIDATE NAME	CANDIDATE EMAILID
1	Pritam Pranab Roy	roydapritam@gmail.com
2	Onkar Ramchandra Dhumal	armybrat08k@gmail.com
3	Dhvani Nileshe Mehta	dhvanimehta99@gmail.com
4	Onkar Nanasaheb Nimbalkar	onkarnimbalkar98@gmail.com
5	Ketaki Shashikant Kakirde	ketakikakirde@gmail.com
6	Ruchira Anil Chavan	ruchirachavan01@gmail.com
7	Sneha Chandrakant Chaudhari	snehacc44@gmail.com
8	Yuvarani Balaguruven Kannadiyan	yuvaranik97@gmail.com
9	Rahul Vilas Jadhav	rahuljadha7365@gmail.com
10	Raksha Santosh Ghevadekar	raksha.ghevadekar@gmail.com
11	Ankita Prashant Gandhi	09.ankitagandhi@gmail.com
12	Ram Shivaling Chougule	ramchougule46@gmail.com
13	Aditee Sushil Karbhari	aditee.karbhari@gmail.com
14	Pratiksha Rajaram Borate	prtkshborate@gmail.com
15	Sanket Rajaram Takawane	sankettakawane1212@gmail.com
16	Isha Shashank Kshirsagar	ishakshirsagar99@gmail.com
17	Purva Deepak Madgaonkar	purvamadgaonkar478@gmail.com
18	Suraj Gopal Wadje	suraj14wadje@gmail.com
19	Gopika Reghu	gopika4dad@gmail.com
20	Shoaib Salim Mirajkar	shoaibmirajkar80@gmail.com
21	Ankit Kumar Sharma	ankitcoolji@gmail.com
22	Shreya Somnath Raut	rautshreya1602@gmail.com
23	Prachi Pramod Gurjar	prachigurjar70@gmail.com
24	Vaishnavi Chandrakant Dudhale	vaishnavidudhale@gmail.com
25	Vishakha Anil Vedpathak	vishakhavedpathak0799@gmail.com
26	Shivani Niranjan Mhaisekar	shivanimhaisekar@gmail.com
27	Mansi Balasaheb Bhor	mansibhor20@gmail.com
28	Apeksha Eknath Ghogale	apekshaghogale99@gmail.com
29	Sanika Mahesh Kulkarni	ksanika0606@gmail.com
30	Srushti Suryakant Ghorpade	srushtighorpade2000@gmail.com
31	Vaishnavi Vishvesh Karandikar	vaishnavikarandikar@gmail.com
32	Mahin Sudhesh Sowani	mss.99.14@hotmail.com
33	Hamed Saeed Shaikh	hamedashaikh4@gmail.com
34	Anubhav Sandeep Arora	asaparora0809@gmail.com
35	Ameya Narendra Kulkarni	amyakulkarni10@gmail.com
36	Sanjana Shashikant Maskar	sanjanamaskar1199@gmail.com
37	Alisha Vaibhavi Adhav	alisha99adhav@gmail.com
38	Ritik Gyanchandra Soni	ritiksony07@gmail.com
39	Apurva Sunil Jadhav	apurvasuniljadhav123@gmail.com
40	Gautami Yashwant Kawade	gautamikawade@gmail.com
41	Jidnesh Jaywant Ghorpade	jidneshghorpade1@gmail.com
42	Apeksha Eknath Wabale	apeksha.aew@gmail.com
43	Yukta Subhash Yadav	yuktay74@gmail.com

44	Hastu Budharam Suthar	hastusuthar99@gmail.com
45	Abhishek Suresh Bhalerao	bhaleraoabhishek855@gmail.com
46	Rahul Kaluram Dodke	rahuldodke9@gmail.com
47	Neha Ganesh Tarade	taradeneha55@gmail.com
48	Reena Raju Rathod	reenarathod2811@gmail.com
49	Nikita Sah	nikitasah153@gmail.com
50	Garima Sanjeev Singh	garlmasingh.chhavi@gmail.com
51	Dhanashree Dhananjay Kadu	dhanashreekadu23@gmail.com
52	Sadiya Mohammed Salim Shalkh	shalkhsadiya7861@gmail.com
53	Nitesh Dinesh Poojarl	niteshpoojarl911@gmail.com
54	Vedika Sunil Patil	pvedika493@gmail.com
55	- Soujanya Jalram Bhat	soujanyabhat1999@gmail.com
56	- Rushali Ramakant Jadhav	rushjadhav81197@gmail.com
57	Atharva Mahesh Ayati	atharva.ayati@gmail.com
58	Yashashree Indranil Mayekar	yashashree.mayekar@gmail.com
59	Gayatri Dilip Mane	gmane706@gmail.com
60	Ruchi Nitin Parab	ruchiParab70@gmail.com
61	Anuja Sanjay Manjare	anujamanjare11@gmail.com
62	Harshada Shashikant Nikam	harshunikam1999@gmail.com
63	Edwin Joseph Thekkodan	edwinpune123@gmail.com
64	Kamalnath Shankarnath Joshiya	kamal180898@gmail.com
65	Neha Ravindra Bhosle	nehabhosle16@gmail.com
66	Gaurav Nitin Kadam	gauravkadam1999@gmail.com
67	Pratyancha Ram Patrale	pratyancha555@gmail.com
68	Prajwal Rajendra Malvi	prajwal.malvi6@rediffmail.com
69	Nidhi Babubhai Sapra	nidhisapra00@gmail.com
70	Purva Vishwanath Patere	purvapatere11@gmail.com
71	Jaydeep Deepak Dahiwal	jaydeepdahiwal75@gmail.com
72	Yashvi Harji Chaudhary	chaudharyyashvi@gmail.com
73	Pratik Sugriv Bhondave	pratikbhondave04@gmail.com
74	Bhagyashree Nagendra Jadhav	jbhagyashree96@gmail.com
75	Shraddha Shashikant Karad	karadshraddha37@gmail.com
76	Ayushi Dharmendra Sharma	ayushisharma2321@gmail.com
77	Divya Rajesh Chavan	chavandivya3@gmail.com
78	Poonam Balasaheb Sonavane	poonambs28699@gmail.com
79	Roopali Rajesh Deshpande	roopali1499@gmail.com
80	Sanket Balasaheb Kolhe	sanketkolhe2727@gmail.com
81	Shruti Tulshidas Shinde	shruti14051999@gmail.com
82	Kirti Nitin Page	knp263@gmail.com
83	Revati Kiran Bondre	bondre.revati@gmail.com
84	- Shreeya Bhaskar Sane	bhaskar.sane@licindia.com

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Mailbox of bca_college

Subject: Cognizant Final Selects

From: KBJoshi BCA Placements <kbjoshiplacement@gmail.com> on Tue, 03 Dec 2019 12:31:52

To: Satara BCA <bca_college@rediffmail.com>

Cc: yadavsupriya2000@gmail.com, ruchirachavan01@gmail.com, dolphodepooja1234@gmail.com, artikale0704@gmail.com, soujanyabhat1999@gmail.com

To

The principal

and

Training & Placement Officer

Greetings from K.B.Joshi Institute of Information Technology III

Heartiest Congratulations!

We would like to congratulate the chosen candidates on their stellar performance. Find below the selection from Your college.

First Name	Last Name	Primary Email Id	dob	Primary Mobile Number	Current University Reg No	Current Degree	Course
Supriya	Santaji Yadav	yadavsupriya2000@gmail.com	5/19/2000	8605381226	2017016100122230	BCA	Inform
Ruchira	Chavan	ruchirachavan01@gmail.com	4/19/2000	9850325963	2017016100122450	BCA	Comp
Pooja	Dolphode	dolphodepooja1234@gmail.com	12/7/1999	7262011563	2017016100122500	BCA	Comp
Arti	Kale	artikale0704@gmail.com	4/7/2000	9834201155	2017016100122550	BCA	Comp
Soujanya	Bhat	soujanyabhat1999@gmail.com	7/26/1999	8975260860	2017016100122340	BCA	Comp

Company will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Thanks & Regards,

Rupali Saraf and Kalyani Namjoshi

Welcome to Rediffmail: Inbox

rediffmail

Mailbox of bca_college

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Pooja	Dolphode	dolphodepooja1234@gmail.com	12/7/1999	7262011563	2017016100122500	BCA	Comp
Arti	Kale	artikale0704@gmail.com	4/7/2000	9834201155	2017016100122550	BCA	Comp
Soujanya	Bhat	soujanyabhat1999@gmail.com	7/26/1999	8975260860	2017016100122340	BCA	Comp

Company will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Thanks & Regards,

Rupali Saraf and Kalyani Namjoshi



kiran magar <kirannagar18198@gmail.com>



Letter of Intent - Kiran Magar - Ref. No.: 9641302

5 messages

careers@wipro.com <careers@wipro.com>

Tue, Jan 28, 2020 at 9:03 PM

To: kiranmagar181998@gmail.com

Cc: manager.campus@wipro.com

Campus - Letter Of Intent

January 28, 2020

Dear Kiran Magar,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712⁵
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pmt)
First Year	15000		

Second Year

17000

810

17,810⁵
(*)

Third Year

19000

910

19,910⁵
(*)

Fourth Year

23000

0

23,000⁵
(*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited

Sunil Kalachar

General Manager - Talent Acquisition

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.** www.wipro.com



"SPEED POST"

CENTRAL RAILWAY



**RAILWAY RECRUITMENT
CELL Chief Project Manager
(Conv)'s Office Building,
Wadibunder,
P. D'Mello Road,
Mumbai - 400 010**

No. P/CR/HQ/RRC/129/Sports/Open Adv./2019-20/SRH

Date:13/01/2021

**Ms SONALI RAMCHANDRA HELVI,
D/o RAMCHANDRA SIDDHAPPA HELVI,
AT POST SHERE, TAL KARAD,
SATARA, MAHARASHTRA
PIN CODE - 415108**

Sub: Recruitment against Open Advertisement Sports Quota for the year 2019-20

Ref: Your online application dated NIL against Open Advertisement Sports Quota for the year 2019-20.

Reference above, it is advised that you have been provisionally empanelled against Central Railway's Open Advertisement Sports Quota for the year 2019-20, in Level-3/2.

You are therefore, advised to attend Railway Recruitment Cell, Central Railway Mumbai on or before **21/01/2021** on any working day between 10.00 hours to 17.00 hours (except Saturday/Sunday) with all original certificates/documents regarding your date of birth, educational qualification, sports, etc. alongwith original photo ID, Aadhar card and 05 passport size photographs.

Please acknowledge receipt.

**(Ajay Raj)
APO (Rect./RRC)
/-Chairman/RRC**



MONA SCHOOL

Ref No

Date : / /200

14-7-2020

To .

Miss Shravani Jadhav
Satara.

Dear Miss. Jadhav,

With reference to your application, I am pleased to inform you that you are appointed as an Assistant Teacher for Computer Section in our School. Your appointment is subject to the following terms and conditions:-

1. Your appointment is purely a temporary appointment for the period from 07/07/2020 to 30/04/2021. You will receive an Honorarium of Rs. 7500/- (Rs. Seven thousand five hundred only)
2. During the period, the school will be entitled to terminate your service by giving 24 hours notice.
3. During the period your job performance will be reviewed every week.
4. In case you want to terminate your services you will have to give a month's written notice to the school or payment in lieu thereof.
5. Your work assignment will be entrusted to you by the principal or his designated authority.
6. You will be expected to maintain the highest level of discipline and observe the code of conduct of the school and you will keep the school indemnified at all times for loss or damage which may arise due to your personal/professional negligence.

Please sign the duplicate copy of this letter in token of your acceptance of your appointment and return the same to us.

Thanking you

Yours faithfully,

Fereidon Taghavi.
Principal

I have read, understood and agreed to the above.

Jadhav
Signature of the Employee

Government of Maharashtra approved

SARATHI JANKALYAN NAVBHARAT
GRAMIN VIKAS SANSTHA

Regional Office: Office No.189,plot No.456,B Sector ,No.408,12D college Lane, Lokmanya Tilak Marg,
New Delhi (India) 110 001.

Section Office: 301 302 3rd floor Mahatma Gandhi Tower Nehru Place,New Delhi (India)110 019.

Email: Sarathimh@gmail.com

Web Site: www.sarathijankalyannavbharatgraminvikassanstha.com

Email: sarathijankalyannavbharatgraminvikassanstha@gmail.com

Date: 3 January 2021

To ,

S/o Miss. Nikita Popat Disale

At.Partvadi ,Post :Rewdi,

Tal.Koregaon,Dist.Satara

Mobile No : 7218854174

Sub: Appointment as Digital Marketing Manager

Dear Nikita,

We are glad to offer you an appointment as sarathi jankalyan navbharat gramin vikas sanstha on the terms and conditions outlined below:

1 LEVEL PAY SCALE AND ALLOWANCESA

A} Designation / Level : Digital Marketing Manager

B} Scale of pay : 10000/-

C} Incentive : 0

D} Allowances : HRA, DA, Transport Allowances, etc. as admissible from time to time as per the rules of the sarathi jankalyan navbharat gramin vikas sanstha.

2. TRAINING:

A} You will be required to join duty **1 September 2020** and thereafter will undergo an induction Training as per training plan laid down by sarathi jankalyan navbharat vikas sanstha from time to time . The duration of the training will be one year. It will comprise specialized class room as well as field training. sarathi jankalyan navbharat gramin vikas sanstha **In the event candidate fails to report to sarathi janakalyan navbharat gramin vikas sanstha Training centre on the schedule date, their candidature is liable to be cancelled.**

B} At the time of joining training. You are required to bring/ produce the following documents / bonds:

C} Salary within 10 days training period will not be applicable

I} Original Documents in support of Age, Qualifications, Experience and other eligibility conditions.

In the event of non-submission of any of the document/bond etc. stated herein above The offer of appointment would stand withdrawn and cancelled.

C} you will have to successfully complete the prescribed training. to the entire satisfaction of the sarathi jankalyan navbharat gramin vikas sanstha.

D} If you fail to successfully complete the training during the stipulated period of training. for whatsoever reason, the period of training. for whatsoever reason.the period of training will be extended by the company. Which will also entall extension of the period of your probation accordingly. If you fail to successfully complete the training at the end of the extended period , your services shall be liable to be terminated.

E} As the training program is very comprehensive long live will not normaly be granted during the training period except in most compelling cercumtences

3) PROBATION / CONFIRMATION

A} you will be on probation for a period of Two years which by be extended at the discretion of the management, if considered necessary. During the probation period. Your services are liable to be terminated at any time and without assigning any reason thereof by giving one months notice or payment of salary in lieu thereof on either side. On satisfactory completion of the probation period which shall not be deemed to have been completed unless you are informed of it which shall not be deemed to have been completed unless you are informed of it in writing, your services are liable to be terminated at any time without assigning any reason, whatsoever.by giving three months notice or payment of salry in lieu thereof, on either side,

provided that in case you submit your resignation from the service before completion of 05 years of service in **sarathi jankalyan navbharat gramin vikas sanstha** then you will also be liable to pay the company the amount specified in the bond agreement.

B} Notwithstanding anything contained herein. In case you serve the notice to the **sarathi jankalyan navbharat gramin vikas sanstha**. The appointing authority however reserves the right of relieving you before the expiry of stipulated notice period.

C} The **Sarathi jankalyan navbharat gramin vikas sanstha** reserves the right not to accept the resignation of executives if the circumstances so warrant i.e. if the disciplinary proceedings are pending or a decision has been taken by the competent authority to issue the charge sheet etc.

4. GENERAL

A} your appointment is provisional and is further subject to your medical fitness adjudged by the medical board of a govt hospital in the enclosed pro-forma.

B} The appointment is provisional and subject to the caste /inbe/PH category certificates being verified through proper channels and if the verifications reveals that the certificates submitted by you in support of your claim that you belong to SC/ST/OBC category candidates. If there is any change in the caste/community status of the candidate at any time in his/her service. It will be obligatory on the part of the candidate to intimate the same to his/her employer immediately failing which suitable action/disciplinary proceedings can be taken against him/her.

C} Your appointment is subject to verification of your character and antecedents. If found unsatisfactory. Your services will be liable to be terminated without assigning any reason or notice thereof at any time..

D} **Sarathi jankalyan navbharat gramin vikas sanstha** would be free to make confidential reference to such persons and authorities about your work and character as the company may consider desirable.

E} You will be governed by the service rules and regulations including the conduct. Discipline and appeal rules. Administrative orders of the company and any such other rules orders that may be in force from time to time.

F} you will be liable to serve in any part of India or abroad at the discretion of **sarathi jankalyan navbharat gramin vikas sanstha**. **sarathi jankalyan navbharat gramin vikas sanstha** has the right to move or not to move employees from one post job to another. To different locations. To different shifts, temporarily or permanently. As per business requirements and special needs.

G} No travelling allowance is admissible at the time of joining.

H} The designation assigned to you is subject to change depending upon the work assigned to you from time to time.

I } **sarathi janakalyan navbharat gramin vikas sanstha** reserve the right to cancel the result of any candidate declared provisionally successful by mistake and also to terminate his services on this account at any time as and when such mistake/discrepancy is noticed.

J} Since the appointment is "PROVISIONAL". The same can be terminated at any time without assigning any reason .

K} This offer of appointment is further subject to outcome of various court cases filed before various courts of law on the issue of Direct recruitment of DGMS in sarathi janakalyan navbharat gramin vikas sanstha.

L} The offer of provisional appointment is liable to be withdrawn at any point before joining and if joined the same is liable for termination without notice if sarathi janakalyan navbharat gramin vikas sanstha comes across any evidence/knowledge that the qualification, Experience and any other particulars indicated by you in your applications/ personal resume/of her forms/formats are unrecognized, False, misleading, not matching the advertised specifications and / or in suppression of information/particulars which should have been brought to the notice of Sarathi janakalyan navbharat gramin vikas sanstha.

M} **Once the candidate accepts the offer and on joining the Sarathi janakalyan navbharat gramin vikas sanstha. he should resign from the previous employer and he will be treated as a rank outsider in Sarathi janakalyan navbharat gramin vikas sanstha. and Sarathi janakalyan navbharat gramin vikas sanstha will have no liability on issue of pay protection and pension etc. and cannot be brought into any litigation on these matters.**

N} Indvertent omission and commission or mistake, if any, appearing in the offer of appointment are liable to be rectried at any time before or after joining to bring the terms and conditions of offer in accordance with the extant policy and rules and regulations of the company that may be in force from time to time.

Wishing you an exciting and prosperous career with Sarathi janakalyan navbharat gramin vikas sanstha.

Sneha More

Human Resource Manager

Government of Maharashtra approved

SARATHI JANKALYAN NAVBHARAT
GRAMIN VIKAS SANSTHA

Regional Office: Office No.189,plot No.456,B Sector ,No.408,12D college Lane, Lokmanya Tilak Marg,
New Delhi (India) 110 001.

Section Office: 301 302 3rd floor Mahatma Gandhi Tower Nehru Place,New Delhi (India)110 019.

Email: Sarathimh@gmail.com

Web Site: www.sarathijankalyannavbharatgraminvikassanstha.com

Email: sarathijankalyannavbharatgraminvikassanstha@gmail.com

Date: 3 January 2021

To ,

S/o Miss. Suchitra Kishor Dhotre

Mobile No : 9175782943

Sub: Appointment as Web Developer Officer

Dear Suchitra,

We are glad to offer you an appointment as sarathi jankalyan navbharat gramin vikas sanstha on the terms and conditions outlined below:

1 LEVEL PAY SCALE AND ALLOWANCES

A} Designation / Level : **Web Developer Officer**

B} Scale of pay : 10000/-

C} Incentive : 0

D} Allowances : HRA, DA, Transport Allowances, etc. as admissible from time to time as per the rules of the sarathi jankalyan navbharat gramin vikas sanstha.

2. TRAINING:

A} You will be required to join duty **1 September 2020** and thereafter will undergo an induction Training as per training plan laid down by sarathi jankalyan navbharat vikas sanstha from time to time . The duration of the training will be one year. It will comprise specialized class room as well as field training. sarathi jankalyan navbharat gramin vikas sanstha **In the event candidate fails to report to sarathi janakalyan navbharat gramin vikas sanstha Training centre on the schedule date, their candidature is liable to be cancelled.**

B} At the time of joining training. You are required to bring/ produce the following documents / bonds:

C} Salary within 10 days training period will not be applicable

I} Original Documents in support of Age, Qualifications, Experience and other eligibility conditions.

In the event of non-submission of any of the document/bond etc. stated herein above The offer of appointment would stand withdrawn and cancelled.

C} you will have to successfully complete the prescribed training, to the entire satisfaction of the sarathi jankalyan navbharat gramin vikas sanstha.

D} If you fail to successfully complete the training during the stipulated period of training, for whatsoever reason, the period of training, for whatsoever reason, the period of training will be extended by the company. Which will also entail extension of the period of your probation accordingly. If you fail to successfully complete the training at the end of the extended period , your services shall be liable to be terminated.

E} As the training program is very comprehensive long live will not normally be granted during the training period except in most compelling circumstances

3) PROBATION / CONFIRMATION

A} you will be on probation for a period of Two years which may be extended at the discretion of the management, if considered necessary. During the probation period. Your services are liable to be terminated at any time and without assigning any reason thereof by giving one months notice or payment of salary in lieu thereof on either side. On satisfactory completion of the probation period which shall not be deemed to have been completed unless you are informed of it which shall not be deemed to have been completed unless you are informed of it in writing, your services are liable to be terminated at any time without assigning any reason, whatsoever, by giving three months notice or payment of salary in lieu thereof, on either side, provided that in case you submit your resignation from the service before completion of

05years of service in **sarathi jankalyan navbharat gramin vikas sanstha** then you will also be liable to pay the company the amount specified in the bond agreement.

B} Notwith standing anything contained herein. In case you serve the notice to the **sarathi jankalyan navbharat gramin vikas sanstha**. The appointing authority however reserves the right of relieving you before the expiry of stipulated notice period.

C} The **Sarathi jankalyan navbharat gramin vikas sanstha** reserves the right not to accept the resignation of executives if the circumstances so warrant i.e. if the disciplinary proceedings are pending or a decision has been taken by the competent authority to issue the charge sheet etc.

4. GENERAL

A} your appointment is provisional and is further subject to your medical fitness adjudged by the medical board of a govt hospital in the enclosed pro-forma.

B} The appointment is provisional and subject to the caste /inbe/PH category certificates being verified through proper channels and if the verifications reveals that the certificates submitted by you in support of your claim that you belong to SC/ST/OBC category candidates. If there is any change in the caste/community status of the candidate at any time in his/her service. It will be obligatory on the part of the candidate of intimate the same to his/her employer immediately failing which suitable action/disciplinary proceedings can be taken against him/her.

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F} you will be liable to serve in any part of India or abroad at the discretion of **sarathi jankalyan navbharat gramin vikas sanstha** . **sarathi janakalyan navbharat gramin vikas sanstha** has the right to move or not to move employees from one post job to another. To different locations. To different shifts, temporarily or permanently. As per business requirements and special needs.

G} No travelling allowance is admissible at the time of joining.

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K} This offer of appointment is further subject to outcome of various court cases filed before various courts of law on the issue of Direct recruitment of DGMS in sarathi janakalyan navbharat gramin vikas sanstha.

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M} **Once the candidate accepts the offer and on joining the Sarathi janakalyan navbharat gramin vikas sanstha. he should resign from the previous employer and he will be treated as a rank outsider in Sarathi janakalyan navbharat gramin vikas sanstha. and Sarathi janakalyan navbharat gramin vikas sanstha will have no liability on issue of pay protection and pension etc. and cannot be brought into any litigation on these matters.**

N} Indvertent omission and commission or mistake, if any, appearing in the offer of appointment are liable to be rectified at any time before or after joining to bring the terms and conditions of offer in accordance with the extant policy and rules and regulations of the company that may be in force from time to time.

Wishing you an exciting and prosperous career with Sarathi janakalyan navbharat gramin vikas sanstha.

Rajan Pandit
General Manager

S
S
E
R
P

दैनिक ऐक्य

क्लार्क



मी क्लार्क पदाच्या नियम व अटी वाचलेल्या आहेत
त्या मला मान्य असून माझ्यावर बंधनकारक राहतील.

नाव : प्रणाली धनाजी घोरपडे

पत्ता : मु. पो. निसराळे, ता. जि. सातारा.

मोबा. : ९०२२८९४३४९

मुदत दि. ३१-०५-२०२१

R N CHANDAK & CO.

TAX CONSULANT

F-2, Durga Chambers, Durga Peth,
Opp. Police Karamnuk Kendra,
SATARA-415002.



Miss. Dipali Subhash Gumaste
TAX CLERK

MDP FINANCIAL SERVICES PVT. LTD.

MDP Financial Services
Satara-Shri Mangalmurti App,
Shop No-07,Wade Phata 415002
Email:-mdpfinance@yahoo.com

Appointment Letter

Recipient Name – Priya Dattaram Kharat.

Date 01-02-2021

Dear,
Priya Dattaram Kharat.

Subsequent to the meeting between MDP Financial Services Pvt Ltd and you, we are pleased to make an offer of employment on the following terms and conditions.

1) Appointment

- 1.1 you shall be appointed to the position of Relationship Manager in our Satara branch
- 1.2 your initial place of work shall be **SATARA Maharashtra,**
- 1.3 Your salary description we have attached with this offer letter
- 1.4 Your appointment date will be effective from **1st Feb 2021** you are required to submit all the documents as we discussed in meeting. Company reserves the right to withdraw this offer letter and/or cancel your appointment.

MDP Financial Services

2) Confidentiality

2.1 The terms of this offer are strictly confidential between you and the Company

2.2 During the course of your employment you may come across a lot of information related to the clients that the company deals with and/or with the consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

- 3) This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if material error, in the management's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.
- 4) Your continuance in employment is subject to your maintaining clean criminal and financial records.
- 5) Upon separation from the company, you shall return to the company all the assets and property of the Company (including leased properties), Documents, files, books, Papers, Memos, Laptop, Mobile or any other property of the company in your possession or under your control.
- 6) Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

Your Sincerely,



Authorized Signatory

I agree to accept employment on the above-mentioned terms and conditions.

Signature of Candidate

Date- 01-02-2021

MDP Financial Services

Name Candidate – Priya Dattaram Kharat.

Designation- Relationship Manager

Gross Salary	Rupees Per Month	Rupees Per Annum
Basic	6000/-	72000/-
HRA	3000/-	36000/-
Special Allowance	1000/-	12000/-
ESI	Applicable On Confirmation	Applicable On Confirmation
PF	Applicable On Confirmation	Applicable On Confirmation
Statuary Bonus/Incentive	Based On Performance	Based On Performance

Your Sincerely,



Authorized Signatory

I agree to accept employment on the above-mentioned terms and conditions.

Name Of Candidate - Priya Dattaram Kharat.

Signature-



Web : Email : in.ai.vision@gmail.com

Contact : +91 8975647189

Date:- 1 Jan 2021

OFFER LETTER

Dear Shwetal ,

Greetings of the Day!

Congratulations! We are pleased to confirm that you have been selected to work for our company AI Vision. We are delighted to make you the following job offer. The position we are offering you is that of Software Engineer. Company will guide and support you for the necessary process. Your working hours will be from 9AM to 6PM. Benefits for the position include;

- Leave (Casual Leave of 10 days per annum)
- Weekly holiday will be on Sunday or Tue
- Performance Based Role assignment will be done.

Your joining date will be 1st Jan 2021. Please report on start date, for documentation and orientation. Please sign the enclosed copy of this letter and return it to indicate your acceptance of this offer. We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Salary and Designation Details:-

Currently you will be Software Trainee -with a salary of 3000 per month. Further based on performance and Management evaluation you will be promoted to Software Engineer role. This position reports to Management. Your confirmation, promotion and notice period will be as per company policies.

For further queries / clarifications feel free to contact us.

We look forward to a mutually rewarding and a long term career association with you. Sincerely,

Human Resource

AI Vision



inventive
infotech

Since 2008

Your Trusted Technology Partner

82a, Pantavha got, Raviwar Peth, Satara 41500
9175585656, 9028822117, 7507552198

LETTER OF APPOINTMENT

Issue Date: 06-08-2021

Dear,

Shivani Sanjay Wagh

APPOINTED AS Software Developer .

Welcome to our company. With reference to your application for the captioned post and subsequent test and interview, we are pleased to inform you that you have been selected for the post of **Software Developer** .

Date of Appointment

You will be appointed as a Developer with effect from **20-07-2021** .

We are eager to have you as a part of our team. As a Software Developer .

Standing Orders

You shall abide by the terms and conditions of the standing orders and the rules and regulations of the company as in force from time to time.

To Obey Orders and Directions of the Manager

You shall obey the orders, directions of the Manager and other superiors and officers of the company. Should maintain dedication in given work, your internship will be terminated in case of any misbehavior found.

We are looking forward to work with you. I am sure that will be reciprocally beneficial for both the parties. Please bring a signed photocopy of this letter stating the acceptance of the terms and conditions of the company, on the date of joining. Here's hoping that you will enjoy working with our company and that it will help you achieve great heights in your career.

Yours faithfully,



Year 2020-21

**Maharshi Karve Stree Shikshan Samstha's
College of Computer Application For Women, satara**

**[Faculty:BCA,BA,Bcom]
Placement Details 2020-21**

Sr. No.	Name of Student placed and contact Details	Program graduated from	Name of employer with contact details	Pay Package at appointment
1	Inamdar Shireen Shabbir - 93599826533	BCA	Deloitte	325008 pa
2	Katkar Purva santosh- 8668417530	BCA	Deloitte	325008 pa
3	Majgonkar Sai Mahesh - 9763536154	BCA	Wipro limited	1.8 lac pa
4	Suryawanshi Akshta Vinod- 7447566855	BCA	Wipro limited	1.8 lac pa
5	Sapkal Rutuja -7709139060	BCA	Wipro limited	1.8 lac pa
6	Pawar Sneha Shivaji - 7387416317	BCA	Infosys Pvt Limited	2.2 lac Pa
7	Waghulkar Prajakta Ravindra- 9421704869	BCA	Infosys Pvt Limited	222972 pa
8	Deshmukh Vaishnavi Ramesh- 976288549	BCA	Infosys Pvt Limited	222972 Pa
9	Dhongade Kshitija Jayant	BCA	Infosys Pvt Limited	2.22 lakh pa
10	Shinde Swati Surendra 9595783225	BCA	Infosys Pvt Limited	2.22 lakh pa
11	Sanas Aishwarya Prakash -7350607292	BCA	Acme infovision system Pvt LTD	1,24,800 pa
12	Pawar Manasi Anil -9322624896	BCA	TCS	1.90 Lakh pa
13	Pallavi Nitin Bhoj 9175529991	BCA	TCS	1.90 lakh Pa
14	Kareena Musa Shaikh 9021791044	BCA	TCS	1.90 lakh Pa
15	Tejaswini Rajendra Kurade	BCA	Acme infovision system Pvt LTD	84000Pa
16	Sneha Vikas Nikam	BCA	Acme infovision system Pvt LTD	84000Pa
17	Sneha Shivaji Pawar	BCA	Acme infovision system Pvt LTD	84000Pa
18	Karishma Nawab shaikh	BCA	Acme infovision system Pvt LTD	84000Pa


**IQA
Coordinator**




I/C Principal
College of Computer Application
For Women, Satara
(Faculty B.C.A., B.A., B.Com.)



Deloitte Consulting India Private Limited

Office Premises bearing no.201, 202, 203, 204, 205 and 206, Fairmont, Level 2, 2nd Floor, High Street, Hiranandani Business Park, Powai, Mumbai Suburban, Maharashtra - 400076

Tel: +91 022 61137000
www.deloitte.com

11/10/2021

Ms. Shireen Shabbir Inamdar
52/1,
Patancha Got,
Satara - 415001

Subject: Offer of Employment

Dear Shireen Shabbir Inamdar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 17, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.



Deloitte Consulting India Private Limited

Office Premises bearing no.201, 202, 203, 204, 205 and 206,
Fairmont, Level 2, 2nd Floor, High Street,
Hiranandani Business Park, Powai,
Mumbai Suburban,
Maharashtra - 400076

Tel: +91 022 61137000
www.deloitte.com

11/11/2021

Ms. Purva Santosh Katkar
9/B Kesarkar Peth
Peth,
Satara - 415002

Subject: Offer of Employment

Dear Purva Santosh Katkar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 17, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

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You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

[Save & Return Later](#) [Submit](#)

May 23, 2021

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 Sai Majgaonkar,

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 for 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. 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 INR 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 on 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.

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.

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.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR 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.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

4. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- i. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.

- v. Overall program duration is 4 years from date of enrolment of academic program.
 - vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
 - vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
 - viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
 - ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
 - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm.
 - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
 - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
 - xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
 - xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
 - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
 - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
 - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure.
 - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
 - xix. The 8th semester of study is fully devoted for dissertation / project work.
 - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation.
 - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
 - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
 - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
 - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
 - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
 - xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

7. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy.
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any

customer with whom you have a connection.

- c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
- d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. OBLIGATION AND RESPONSIBILITIES:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. CONFIDENTIALITY:

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

10. Assignment of Intellectual Property

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

11. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsource venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions).

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

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

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

[Save & Return Later](#)[Submit](#)

May 22, 2021

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 Akshta Suryawanshi,

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 for 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. 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 **INR 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 on 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.

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.

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.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR 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.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

4. Training Agreement:

- This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent

Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- i. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

- c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. OBLIGATION AND RESPONSIBILITIES:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. CONFIDENTIALITY:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or

non-compete agreements that would prevent you from working without limitation for Wipro.

10. Assignment of Intellectual Property

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

11. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions).

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Akshta Suryawanshi, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

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

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

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated

professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

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

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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

☐ **Signature**

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

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

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Submit



October 26, 2021

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 Rutuja Sapkal,

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 for 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

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In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

4. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- i. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is

organized.

- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
 - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
 - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
 - xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
 - xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
 - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
 - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
 - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
 - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
 - xix. The 8th semester of study is fully devoted for dissertation / project work
 - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
 - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
 - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
 - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
 - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
 - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
 - xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

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

8. OBLIGATION AND RESPONSIBILITIES:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. CONFIDENTIALITY:

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

10. Assignment of Intellectual Property

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

11. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

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

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I **Rutuja Sapkal**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

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

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

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

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

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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

☒ Accept ☐ Decline

☒ Signature Rutuja Sapkal 26/10/2021 10:49 PM

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

Registered Office:

**Wipro
Limited**

T : +91 (80) 2844 0011

Doddakannelli

F : +91 (80) 2844 0054

Sarjapur
RoadE : info@wipro.comBengaluru
560 035W : wipro.com

India

C : L32102KA1945PLC020800

21727836



Dear Sneha Pawar,

Thank you for participating in the Infosys Campus Recruitment Program for 2020-21.

Congratulations! You have cleared the interview round to receive a final job offer for Operations Executive role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

You will soon hear from us about the next steps of the process.

We look forward to welcoming you into our Infosys family

Best regards,

Talent Acquisition

Infosys



HRD/2T/21-22/1001982311

July 29, 2021

Ms. Prajakta Waghulkar
Candidate ID: 1001982311
At Post Bhuinj, Tal-Wai, Dist-Satara
Chavdi Chouk
Satara - 415515
Maharashtra
India
Ph: (91) 94217 04869

Dear Prajakta,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 3, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** will be **INR 222972** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



HRD/2T/21-22/1001979453

July 29, 2021

Ms. Vaishnavi Deshmukh
Candidate ID: 1001979453
38 Machi Peth
Near Dholya Ganpati Mandir Satara
Satara - 415002
Maharashtra
India
Ph: (91) 97628 85496

Dear Vaishnavi,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 31, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** will be **INR 222972** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



HRD/2T/21-22/1001981938

July 29, 2021

Ms. Kshitija Dhongade
Candidate ID: 1001981938
37, Shimpi Galli Sadar Bazar Satara
Opposite Vitthal Mandir
Satara - 415002
Maharashtra
India
Ph: (91) 72493 61509

Dear Kshitija,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 3, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** will be **INR 222972** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



HRD/2T/21-22/1001983913

July 29, 2021

Ms. Swati Shinde
Candidate ID: 1001983913
F-13, Sankalp Heights,
Karanje Peth
Satara - 415002
Maharashtra
India
Ph: (91) 95957 83225

Dear Swati,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 31, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** will be **INR 222972** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Offer Letter

Date: 17.07.2021

Dear Ms. Aishwarya Prakash Sanas,

We are pleased to offer you employment at Acme Infovision Systems Pvt Ltd. We feel that your skills and background will be valuable assets for our team.

As specified position is 'Support Executive' and your yearly CTC will be Rs.1,24,800/- (Rs. One Lakh Twenty Four Thousand Eight Hundred Only). You have to report your duties not later than 2nd August'2021. If you choose to accept this offer please sign the second copy of this letter in the space provided and return it to us. A stamped, self-addressed envelop is enclosed for your convenience.

We look forward to welcome you as a new employee at Acme Infovision Systems Pvt Ltd.

For Acme Infovision Systems Pvt. Ltd,

Director





T20217806826/1660145/Hyderabad

Date: 26 November 2021

MS. MANASI ANIL PAWAR

At Arphal Post Vaduth Tal Dist Satara Satara Faltan Road,
Faltan Road, Satara,
Maharashtra-415011.
Tel# 919322624896

Sub: Joining Letter

Dear Ms. Manasi Anil Pawar,

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 **06th December 2021**, your joining location is **Mumbai**, work location is **Mumbai** and your stream is **CBO**. This has been provided considering your preference and business requirements.

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

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

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

Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd.

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 021, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Narmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
TCS is a 100% subsidiary of TCSPLC (CIN: 722002MH1995PLC004721)



Ref: TCSL/DT20218754523/1668068/Hyderabad
Date: 29 November 2021

MS. PALLAVI NITEEN BHOJ
Plot No 13 Adarsh Colony Tamjainagar,
Podar International School, Satara,
Maharashtra-415002.
Tel# 919175529991

1.90 Lac

Sub: Joining Letter

Dear Ms. Pallavi Niteen Bhoj,

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 **09th December 2021**, your joining location is **Ahmedabad**, work location is **Ahmedabad** and your stream is **CBO**. This has been provided considering your preference and business requirements.

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

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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.



Ref: TCSL/DT20217940279/1703487/Mumbai
Date: 18 December 2021

MS. KAREENA MUSA SHAIKH
92 ,Budhwar Peth Satara Radhika Road,
Budhwar Peth, Satara,
Maharashtra-415002.
Tel# 919021791044

Sub: Joining Letter

Dear Ms. Kareena Musa Shaikh,

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 **29th December 2021** , your joining location is **Mumbai** , work location is **Mumbai** and your stream is **IT** . This has been provided considering your preference and business requirements.

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

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Fwd: selected List In Kannya College list

From: shashikant.r <shashikant.r@acmeinfovision.com> on Fri, 24 Dec 2021 11:14:13 [Add to address book](#)

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Dear Sir/ Madam,

The following candidates are selected for the post of " Customer Support Executive " in our company Acme Infovision Systems Pvt. Ltd., Satara.

Name	Joining Dt
1 Triveni Vijay kirdat	Resigned
2 Tejaswini Rajendra Kurade	01.12.21
3 Sneha Vikas Nikam	01.12.21
4 Sneha Shivaji Pawar	01.12.21
5 Neha Dinkar Dhanave	01.12.21
6 Karishma Nayab shaikh	01.12.21
7 Karina Musa Shelih	01.12.21
8 Mayuri Balasaheb Godase	Resigned
9 Ashvini Goraknath More	01.12.21

Thank you for helping to our organization for recruitment process.

Thanks & Regards

Shashikant Raut

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5 Neha Dinkar Dhanave	01.12.21
6 Karishma Nawab shaikh	01.12.21
7 Karina Musa Shelih	01.12.21
8 Mayuri Balasaheb Godase	Resigned
9 Ashvini Goraknath More	01.12.21

Thank you for helping to our organization for recruitment process

Thanks & Regards

Shashikant Raut

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From: shashikant.r <shashikant.r@acmeinfovision.com> on Fri, 24 Dec 2021 11:14:13 [Add to address book](#)

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9 Ashvini Goraknath More	01.12.21

Thank you for helping to our organization for recruitment process.

Thanks & Regards

Shashikant Raut