

Date : 7 January 2023

Dear Bavalekar Digvijay Ashok

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with TEACHNOOK as an Business Development Trainee.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 28 January 2023

Training Period : 28 January 2023 to 5-February-2023 - (Unpaid)

OJT Start Date: 8-February-2023

OJT End Date: 5-August-2023

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 180000 INR per month.

Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on 24 January 2024.

SIGNATURE: _____

(Candidate's Signature)

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Dear Bhadale Prajakta Pandurang

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OFFER LETTER

Dear, Inamke Nikita Rajendra

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Training in our incubation centre starts on05-JULY-2022.....

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

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- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
Qspiders Campus Connect Team.

USN NO



95136443677619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dear, Ingale Vishal Navnath

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OFFER LETTER

Dear, Ingulkar Shweta Rajendra

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OFFER LETTER

Dear, **Jadhav Darshana Bharat**

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Dear, **Jadhav Rajashri Rajendra**

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Dear, Jadhav Shivani Machindra

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28 August 2022

HRD/3T/21-22/1001716054

Mr.

Jadhav Shradha Sanjay

Dear

Jadhav Shradha Sanjay

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 Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 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 / post-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 includes a Performance Incentive and will be INR 360000 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



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Mr. Jagdale Chaitrali Bhagwan

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Jawalkar Anurag Sunil

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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 Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 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 / post-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 includes a Performance Incentive and will be INR 360000 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



28 August 2022

HRD/3T/21-22/10017160

Ms. Kad Rutuja Anil

Dear Kad Rutuja Anil

SUB: LETTER OF INTENT TO HIRE

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RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



OFFER LETTER

Dear **Kad Rutuja Anil**

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Training in our incubation centre starts on05-JULY-2022.....

On the date of joining, we would explain you in detail the schedules.

NOTE:

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- We do not charge you for any interviews and placement activity conducted at our end.
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- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

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- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
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Thank & Regards
Qspiders Campus Connect Team.

USN NO



9513644367/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019

28 August 2022



HRD/3T/21-22/1001716054

Mr. Kadam Atharva Anand

Dear Kadam Atharva Anand

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 **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

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EVP and Head Human Resources – Infosys Limited



OFFER LETTER

Dear **Kadam Atharva Anand**

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OFFER LETTER

Dear **Kadam Shruti Sanjay**

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OFFER LETTER

Dear, Kadam Sonali Hemant

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OFFER LETTER

Dear, Khandagale Harshad Rajendra

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OFFER LETTER

Dear, **Khandale Preeti Ramesh**

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Preeti

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OFFER LETTER

Dear, **Kharmare Srushti Machindra**

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OFFER LETTER

Dear, **Khutwad Shubham Maruti**

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OFFER LETTER

Dear, Mandhare Pranav Shahaji

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OFFER LETTER

Dear, ||Mane Shreyas Sunil

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OFFER LETTER

Dear, ||Mitkari Moneshwari Rajendra

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OFFER LETTER

Dear, More Sudanshu Harish

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OFFER LETTER

Dear, Mungase Sanket Sanjay

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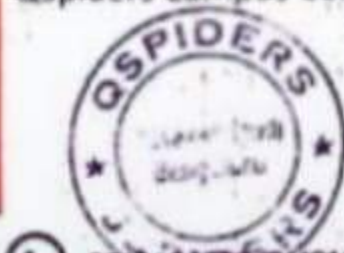
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OFFER LETTER

Dear, Naik Pritesh Nandkumar

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OFFER LETTER

Dear, Narwade Komal Shrikant

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OFFER LETTER

Dear, Nigade Aishwarya Ashok

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OFFER LETTER

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NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Dewika

Thank & Regards

Qspiders Campus Connect Team.

USN NO



9513644367/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dear, **Ovhal Priyanka Gautam**

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on05-JULY-2022.....

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java /Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Dewika

Thank & Regards

QSpiders Campus Connect Team.

USN NO



9513644367/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dear, |Pardeshi Arvind Rajkumar

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on05-JULY-2022.....

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Dewika

Thank & Regards

QSpiders Campus Connect Team.

USN NO



95136443677619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019



Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr Shilwant Shashank Ravindra

Dear Shilwant Shashank Ravindra

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr Shinde Mrunal Chandrakant

Dear Shinde Mrunal Chandrakant

Sub: Letter of Offer

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr Shinde Yadnesh Gulabrao

Dear Shinde Yadnesh Gulabrao

Sub: Letter of Offer

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Ms. Sonali

Dear Sonali

Sub: Letter of Offer

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr. Sonar Shreyas Praveen

Dear Sonar Shreyas Praveen

Sub: Letter of Offer

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr. Suryanand

Dear Suryanand

Sub: Letter of Offer

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Ms. Sutar Supriya Sudhakar

Dear Sutar Supriya Sudhakar

Sub: Letter of Offer

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Ms. Talekar Priti Ankush

Dear Talekar Priti Ankush

Sub: Letter of Offer

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

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Ms.Talekar Rutuja Rajendra

Dear Talekar Rutuja Rajendra

Sub: Letter of Offer

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

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

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Offer: Computer Consultancy

Date: 14-MARCH-2023

Mr.Ughade Shriram Gaurishankar

Dear Ughade Shriram Gaurishankar

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



28 August 2022

HRD/3T/21-22/10017160

Ms. Kad Rutuja Anil

Dear Kad Rutuja Anil

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 Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 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 / post-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 includes a Performance Incentive and will be INR 360000 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: Computer Consultancy

Date: 14-MARCH-2023

Mr.Zalate Pramod Hanumant

Dear Zalate Pramod Hanumant

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

04-Nov-2021

Dear Sawant Kaustubh Narendra
Candidate ID- 248888503

Thank you for exploring career opportunities with Inditech Electrosystem Pvt.Ltd . You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

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

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Inditech is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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

3. Prior to joining Inditech you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

4. Training - Post Joining Inditech

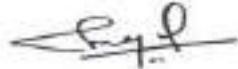
Post joining as Inditech as full-time employee, one of the below options would be followed based on business demands.

- a) Based on your successful completion of internship or CSD training program (if offered to you), you could be onboarded directly to business without any additional training.
- b) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training Inditech reserves rights at its sole discretion to revoke this FTE Offer.
- c) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer. You could be onboarded directly without undergoing any internship or CSD training program and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training Inditech reserves rights at its sole discretion to revoke this FTE Offer.
- d) You could be onboarded directly to business without undergoing any internship or CSD training program and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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 Inditech Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Date: 16/12/2023

Service Certificate

This is to certify that Mr. Yogesh P.No: 00743803 has been an active employee of L & T Defence 20 dec.2022 to 16 Apr..2023

Ms. Shalini had left our organization due to Completion of CONTRACT PERIOD. At the time of leaving our organization, her designation was Diploma Line Engg Tr CAR - ESTABLISHMENT at PV-Chikhali Pune Plant location.

Employee's Universal Account Number during her employment at L & T ; Passenger Vehicles Ltd was 101879114642

We wish Mr. Yogesh the very best for future endeavours.

For L & T Passenger Vehicles Limited,



Abhishek Thigale
Senior Manager,
Employee Relations.



L&T Defence



Letter of Initial Offer

Date : 15/05/2022

Mr. Mahesh Swamirani Kulkarni

Pune.

Dear Swamirani

Welcome to INITIATIVE ENGINEERING

It gives us great pleasure to offer the role of Asst. Engineer, for which you interviewed with us.

This job, as explained to you, is in the TECHNICAL Grade E of our company. The compensation and other benefits that you would be entitled to are stated in the enclosure to this letter. We request you to go through the same and return the enclosed duplicate copy of this letter in acceptance of the same.

Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us, which we agreed between us will be any day on or before : 15/05/2022

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards

A handwritten signature in black ink, appearing to read "D. D. D. D.", with a horizontal line underneath.

Initiative Engineering
Manager





Reecomps
Tele-services

15 Jan 2022

To,
Lande Prashik Rahulrao

SUB- APPOINTMENT AS A PRODUCTION DEPARTMENT

Dear Mr.Prashik

With reference to your application and the subsequent interview you had with our client, we are pleased to appoint you for **Testing Engineer in production** department at our client REEComps PVT LTD Shivane, Pune on the following terms and conditions contained in this letter and the Annexure-I attached herewith:

- 1. Date of joining :**
This appointment will be effective from the date of your joining i.e. with effect from : 15 Jan 2022
- 2. Remuneration:**
During training, your remuneration will be as per **Minimum Wages Act (Maharashtra State)** in semi-skilled category (remuneration structure is attached herewith).
- 3. Termination :**
During the period of your training of one year, our client reserves the right to terminate your training at any time without any notice in case your progress is not satisfactory.
- 4. Placement & Transfer :**
Based on the functional requirements, you will be transferred to any other department and/ or location with due intimation to you in writing.
- 5. Working Hours :**
You will abide by shift or duty hours that may be fixed in your case from time to time by the client as per laws of land.
One-month notice period is mandatory.
- 6. General**

Page 1 | 3

Work is worship





Reecomps
Tele-services

- i. You will abide by the Standing Orders and/ or Regulations applicable to you, which are in force for the time being or may be framed from time to time.
- ii. You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs.
- iii. You will be required to undergo a medical examination with the Doctor for medical fitness. You will submit fitness certificate medically certified by qualified practitioner (MBBS or above).

You are requested to communicate your acceptance of the above terms and conditions, and report on date of joining at our client's address mentioned below.

You are also requested to bring 3 photographs and photocopies of certificates in support of your educational qualification, date of birth, and relevant documents required for employment purpose.

We once again welcome you, and look forward to your commitment and dedication. We wish you a fulfilling and successful career.

For P P Enterprises.

R. S. Pawar



Ramesh Pawar



Reecomps
Tele-services



Date: 20/06/2022



To:

Gedam Sangharsh Pradiprao
Shop No 13, Undri City Center Mall, near Bishop School, Bellagio,
Undri, Pune, Maharashtra 411060

Subject: Revise Offer of Appointment: Production Department

Dear Sunil,

This is with regard to your Interview, Technical test and the subsequent discussion you had with us.

We are pleased to make you an offer of appointment for soldring in our Factory, as per mutually agreed terms, to be based at Sinhgad Road, Pune. A detailed letter of appointment will be issued to you on 01/07/2022. You can collect the same on 01 July 2022. Should this offer be acceptable to you, kindly send back duplicate copy of this letter, duly signed, mentioning thereon "Accepted" as to reach us by 26/06/2022.

We would expect you to join on 01 July 2022, subject to your meeting the requirement. In the event of your not joining by then, this offer shall automatically stand withdrawn and cancelled and you have to pay one month Gross Salary as noncompliance to this offer.

Please bring the list of documents as mentioned in Annexure-I at the time of joining.



To, **Sawant Vaibhav Vishwas**
 Name
 Designation : QC Engineer

Employee No. : 051754
 Grade : PE-5

Subject: Confirmation with Revision in salary structure.

Based on your performance appraisal, your services are confirmed. Management is pleased to upgrade your existing grade PE-6 To PE-5 & salary structure with an increment of Rs. 1800/- w.e.f. 1st March 2022. Your revised salary structure is as follows.

		Monthly Earnings	Annual Earnings
A) BASIC SALARY COMPONENTS			
Basic	Rs.	8073	96876
HRA	Rs.	3229	38748
Assignment Allowance/FBA	Rs.	1828	21936
Advanced Bonus	Rs.	1400	16800
Total A	Rs.	14530	174360
B) STATUTORY EMPLOYER CONTRIBUTIONS			
Employer PF Contribution	Rs.	1188	14256
Employer ESIC Contribution	Rs.	427	5124
Gratuity	Rs.	388	4656
Total B	Rs.	2003	24036
C) TOTAL EARNING (A+B)			
Daily Commute Bus Expense	Rs.	1710	20520
D) COST TO COMPANY			
	Rs.	18243	218916

		Monthly Deductions	Annual Deductions
E) EMPLOYEE STATUTORY DEDUCTIONS			
PF Employee	Rs.	1188	14256
ESIC Employee	Rs.	98	1176
Profession Tax	Rs.	200	2500
Income Tax	Rs.	As Applicable	
Total Deductions	Rs.	1486	17932

Attendance Bonus has been merged in your salary structure due to change in Grade.

All other terms & conditions of your employment as per your appointment order will however remain unchanged, except clause no - 09 , which is now revised to a one-month notice or pay in lieu thereof, applicable to either sides.

We appreciate your efforts and hope that you will continue with the same zeal and enthusiasm in the organization.

Thanking you,
 For Minilec (India) Pvt. Ltd.

A.Y. Ghaisas
 A.Y. Ghaisas
 Managing Director
 JK

Appointment Acceptance - I have read, understood and accept the above-mentioned terms and conditions.

Name: Ms. Neelam Ramchandra Patil

Signature

Regional Offices :

Mumbai: Gate No. 201, 2nd Floor, Bharat Ind Estate,
 S. No. 217, Near Shreegale Factory,
 L. E. S. Marg, Borivli (W), Mumbai - 400 078,
 Tel.: (022) 25865141 Fax: 25866293 / 22366189
 Email: mumbai@minilecgroup.com

Delhi: 107, Sector Bhawan,
 Rajaji Nagar, Commercial Complex,
 New Delhi - 110 008, (India)
 Tel.: +91-11-25884732, 25894734
 Email: delhi@minilecgroup.com

Bangalore: 400, "A" Wing, Mittal Tower,
 M. S. Road, Bangalore 560 001 (India)
 Tel.: + 01-80-2558 1273/25584744/8109
 + 01-80-42188852
 Email: bangalore@minilecgroup.com

Kolkata: 30 B, Subashi Gargy Sarai,
 2nd Floor, Bhawanagar,
 Kolkata - 700 025 (India)
 Tel.: + 01-33-24067418 Fax: 3324067418
 Email: kolkata@minilecgroup.com



Kalyani Forge Limited

KOREGAON BHIMA,-412 216,
TEHSILTEHSIL SHIRUR DIST. PUNE.
(02137) 252335, 252755, 252757
(02137) 252344/ 252756. www.kalyaniforgo.co.in

Date- 20-02- 2023

Mr. Bandal Vishal Shivaji
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Sub: Engagement as Trainee Engineer

Dear Bandal Vishal Shivaji,

We are now pleased to appoint you as a Trainee Engineer for a period of one year from 03-03- 2023 to 02-03-2024 in HFD-1 Division Sanaswadi, Pune. You will be paid remuneration of Rs.19000/- CTC per month breakup of the remuneration is annexed.

- i. You will be abiding by all the rules and regulations regarding the code of conduct and discipline of organization. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management.
- ii. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
- iii. During this period your performance will be periodically assessed and if found unsatisfactory your appointment will be terminated before the aforesaid specified fixed period, by giving a short notice period is one month's notice or salary in lieu thereof as per the instructions of management.
- iv. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- v. You will maintain a high standard of Loyalty, efficiency, integrity and will liaise with employees/ workers in the factory.

- vi. The management will be within its rights to transfer you for work or your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
- vii. Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof.
- viii. Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your address, you will intimate the same in writing to the HR department within three days from the date of such change.
- ix. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment.
- x. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the KFL family and look forward to a fruitful collaboration.

For, Kalyani Forge Limited,

**Shailendra Gaikwad,
Head- HR, IR& Admin**





Kalyani Forge Limited

**KOREGAON BHIMA,-412 216,
TEHSILTEHSIL SHIRUR DIST. PUNE.
(02137) 252335, 252755, 252757
(02137) 252344/ 252756. www.kalyaniforgo.co.in**

Date- 20-02- 2023

Mr. Bhaskar Akshay Laxman
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Sub: Engagement as Trainee Engineer

Dear Bhaskar Akshay Laxman,

We are now pleased to appoint you as a Trainee Engineer for a period of one year from 03-03- 2023 to 02-03-2024 in HFD-1 Division Sanaswadi, Pune. You will be paid remuneration of Rs.19000/- CTC per month breakup of the remuneration is annexed.

- i. You will be abiding by all the rules and regulations regarding the code of conduct and discipline of organization. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management.
- ii. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
- iii. During this period your performance will be periodically assessed and if found unsatisfactory your appointment will be terminated before the aforesaid specified fixed period, by giving a short notice period is one month's notice or salary in lieu thereof as per the instructions of management.
- iv. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- v. You will maintain a high standard of Loyalty, efficiency, integrity and will liaise with employees/ workers in the factory.

- vi. The management will be within its rights to transfer you for work or your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
- vii. Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof.
- viii. Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your address, you will intimate the same in writing to the HR department within three days from the date of such change.
- ix. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment.
- x. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the KFL family and look forward to a fruitful collaboration.

For, Kalyani Forge Limited,

**Shailendra Gaikwad,
Head- HR, IR & Admin**





वीज मंडळ शिकाऊ उमेदवार स्वयंरोजगार, सहकारी सेवा संस्था मर्या., सातारा.

नोंदणी क्रमांक : एम.ए.टी./जी.एन.एल./एरा./११५/०४-०५ सन २००५ दि. १७/६/२००५

गव्हर्नट विद्युत ठेकेदार परवाना नं. : ठे.क्रं. ३४२५४

PAN No. AAAJV0500G

MSEDCL, Vendor No. 100004195

Email :- voojmandalsatara7@gmail.com

GST No.: 27AAAJV0500G1ZH

कार्यालयीन पत्ता :- कपिला पार्क अपार्टमेंट शॉप नं ३, सुमित्राराजे उद्यान जवळ, सदरबझार, सातारा.

चेअरमन
श्री. सोमनाथ हं. गोडसे
९८६०५५५५३३

व्हा. चेअरमन
श्री. संतोष अ. कुंभार

सचिव
वाई व्यवस्थापक
श्री. विजय द. पवार
९७६६६९७८९८

विद्युत पर्यवेक्षक
श्री. व्ही.व्ही. सुर्यवंशी

कराड, व्यवस्थापक
श्री. शैलेंद्र ता. सावंत

सातारा व्यवस्थापक
श्री. निलेश अ. रसाळ

फ्लॉटण व्यवस्थापक
श्री. सतिश शं. जाधव

वडुज व्यवस्थापक
श्री. सतिश श. फडतरे

जा.क्र.

प्रति,

मा.शाखाधिकारी साो.,

नाम-तेजस्वीनी चंद्रकांत भस्मे

कामाचे ठिकाण - रहिमतपूर सबडिव्हिजन

उपविभाग- रहिमतपूर उपविभाग

विषय-हजर जहाल.

संदर्भ-१) अम/साम/मासोदि/टी-१४/२०२१-२२/०३६७१ दि.१२.०६.२०२१

महोदय,

तरील संदर्भिय नर्क ऑर्डरनुसार आपणांस बाह्यस्त्रोत लिपीक या पदावर दि. ०१/१२/२०२१ पासून हजर केले असून आपण खालील दिलेल्या नियम व अटी अर्थात हजर आपण काम करावे.

१. काम करताना सर्व सुरक्षित साधनांचा वापर करावा. सुरक्षित साधनांचा वापर न केल्यास व काम करताना काही अपघात घडल्यास स्वतः कर्मचारी त्यास जबाबदार राहिल.
२. काम करताना आपण आपल्या शाखाधिकारी किंवा इनचार्ज असेल त्यांना विचरून काम करावे. परस्पर कोणतेही काम करू नये.
३. पूर्व परवानगी शिवाय कामावरून गैर हजर राहू नये.
४. पूर्णपणे काम सोडून जायचे असल्यास एक महिना अगोदर सांगणे लागेल.
५. आपण दिलेली शैक्षणिक कागदपत्रांची झेरोगस एत सारी समजून आपणांस कामावर हजर केले आहे. जर कागदपत्रांची तपासणी काही जुटी व घनाभर आढळल्यास त्याची सर्वतो जबाबदारी संबंधित कर्मचा-यांनी राहिल.
६. कामावर असताना कोणत्याही प्रकारचे व्यसन करून काम करू नये व्यसन करून काम करताना काही अपघात घडल्यास स्वतः कर्मचारी त्यास जबाबदार राहिल.
७. कंपनीने अधिकारी व कर्मचारी यांच्याशी कोणत्याही प्रकारची वैयक्तिक करू नये. तसे आढळल्यास त्वरीत कामावरून कामी करण्यात येईल.

दिनांक : ११/१२/२०२१

N.P. Kaalam

For जायक लिपीक
न.प. काळाम

आपण दि. १२/०६/२०२१

सहायक

विद्युत

मंडळ

सातारा



Ref: TCPL/HR/2022/727

Date: 1st August 2022

Name- Bhombe Sagar Sukhdev
Address-A/P. Taradgaon
Tal- Phaltan, Dist-Satara 415518

Subject: **Letter of Offer & Appointment**

Dear Sagar,

This is reference to our discussions for the role with Tata Cummins Pvt. Ltd; we are pleased to communicate your appointment. Please find details of your Offer

POSITION : Engineer Trainee
LOCATION : Tata Cummins Ltd., Phaltan
SALARY GRADE : JE 1 N
DATE OF JOINING : 10th August 2018

Total Stipend: You will be paid a stipend of Rs.240000/- Per Annum (Rs. Two Lakh Forty Thousand Per Annum) for full attendance. Indirect Benefits are applicable as per policy.

Notes:

1. This offer is subject to you clearing our Background Verification process and pre-employment medical examination.
2. The details shared above are strictly confidential and not to be disclosed.

This Offer is valid subject to your joining on date mentioned above. "You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) over an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Mr. Alok Das (7447464325) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Tata Cummins Pvt Ltd.

Pragya Pandey
Sr. General Manager-HR

Note: The Stipend details are very personal and should not be divulged to anyone in the organization. Sharing this details with other employees is considered to be a violation of our code.

Plot No. A1/1, MIDC Phaltan
Village Surawadi, Phaltan-Lonand Road
Taluka Phaltan, Satara 415528
Maharashtra, India Phone +91 2166 305008

Registered Office Cummins Road, Telco Township, Jamshedpur 831004 Jharkhand, India

Precision Automation & Robotics India Ltd.



Gst No. 463A, 463B, Village Changanwad Taluka : Ichandola,
Dist : Solapur - 412801 Maharashtra, Contact No. - 02189 246300 / 246700

Apprenticeship ID Card

Name : Akshay S Bichkule

ID Number : 81064

Trade : Diploma EIE

Contact No. : 9015344403

Report To : _____

Work Location / Site Name : Bellid



(Handwritten signature)
Signature of Issuing Authority

Signature of Issuing Authority



Bajaj Auto Limited,

Plot No. A-1, Village - Mahalunge,
MIDC, Chakan, Pune 410 501.

Tel. +91 2135 259301, 04-10
Fax +91 2135 259302, 03
www.bajajauto.com

**THE WORLD'S
FAVOURITE
INDIAN**

BALVHRD -CK\117572
24.November.2021

KISHAN SUBHASH DESAI
D-13 AMBIANCE AURA SOCIETY, NEAR MADHUBAN SOCIETY,
SINHAGAD ROAD, DIST- PUNE MAHARASHTRA
PIN - 411024

Dear KISHAN,

This has reference to the interview you had with us. We are pleased to inform you that you are selected as a "Company Trainee" in Grade "CT" at our Chakan Works w. e. f. 24.November.2021 on the following terms & conditions.

1. You will be designated as **COMPANY TRAINEE** and will undergo training for a period of **One Year** from the date of your reporting for training.

Be it clearly understood and agreed that the facility of training being provided is on a fixed term basis for a period of **One Year** only. This facility will automatically come to an end on expiry of the one year period and neither any notice shall be given nor any compensation shall be payable to you by the Management.

2. This offer is subject to your medical fitness as per our norms.

3. During the period of training, you will be paid Stipend of Rs.8000 /- per month and Training Allowance of Rs.6000/- per month.

4. In addition, you will also be eligible for Conveyance Allowance of Rs. 500/- per month and House Rent Allowance of Rs 780/- per month.

5. Provident Fund and Family Pension Scheme shall be as the provisions of respective laws and rules made there under.

6. You will abide by Code of Conduct, Certified Standing Orders and other rules and regulations of the Company that may be in force from time to time.

7. You will be initially located at our Chakan Plant. However, you may be transferred to any division, department, section, location, branch, or plant of this Company or in any subsidiary of this Company or in any Company in which this Company has financial or other interest.

8. You will abide by the working hours, shifts and duty hours as applicable to you.

9. Without the Company' written permission you will not carry on any other employment, training, business or profession with or without remuneration.

10. You will devote your full time & energy for successful completion of training and make use of all the training facilities provided to you.

11. The company will provide the Canteen and Transport facility to you at subsidized cost and deduction for the same will be made from your stipend every month irrespective of attendance in the month as per the rules of the company applicable from time to time.

12. The Company will provide you two sets of uniform and safety shoes free of cost. You shall report for training in company uniform only.



Bajaj Auto Limited,

Plot No. A-1, Village - Mahalunge,
MIDC, Chakan, Pune 410 501,

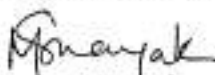
Tel. +91 2135 259301, 04-10
Fax +91 2135 259302, 03
www.bajajauto.com

**THE WORLD'S
FAVOURITE
INDIAN**

13. As part of your training with the Company, you may become aware of, or otherwise come in to the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the Company regards as secret and confidential ("Confidential Information").
- 13.1. You shall not, during and after your training with the Company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.
- 13.2. You will not use Confidential Information for the benefit of yourself or others outside the Company.
- 13.3. If at any time your role with the Company is of a nature that requires you to get involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.
14. During the period of training, the Company may terminate your training without notice or without compensation without assigning any reason thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act, which is contrary to clause 6 above.
15. This offer of training is made based on the particulars of your qualification; age etc. furnished by you in your application and bio data. Should any of the particulars furnished by you are found to be incorrect; your training shall be liable for termination.
16. You will promptly give intimation of change of address, if any, to the Company.
17. On completion of your training, you will be relieved by the Company and there shall be no obligation whatsoever on the part of the Company to absorb you in employment.
18. Your date of joining will be 24.November.2021

Please confirm your acceptance of the terms and conditions by returning one copy of this letter signed by you.

Yours faithfully,
For Bajaj Auto Limited,


Manjeet Nayak
Manager (HR)

I, _____, hereby accept the terms and conditions set out in this
Letter of Appointment.

Signature: _____ Date: _____

Cipla

Mr. Rohit Dhende

Emp.No.: 135049

Dept. : Engineering

Rohit
Authorized Signatory





GE India Industrial Pvt. Ltd.

No. A-78/1, Chakan Industrial Estate
Maharashtra Industrial Development Corporation
(MIDC), Khed
Pune 410501

Date: February 25, 2022

Mayuri Dhurde

Re: Offer letter

Dear **Mayuri Dhurde**,

We are pleased to offer you the position of **JUNIOR ENGINEER** at **GE India**, with a start date of **March 21, 2022**.

You will be paid total emoluments of INR ~~23,55,000~~ annually, a breakup of which is attached herewith.

This offer is conditional to the satisfactory completion of all regulatory background checks. Failure to clear any one of these checks will lead to an immediate withdrawal of this offer.

The terms and conditions of your employment will be formally communicated post the completion of background checks.

Please confirm your acceptance by signing and returning the attached copy, within seven working days of receipt.

You will be required to report to the undersigned at the GE Office located in **Pune**.

We welcome you as a member of our team and wish you a successful career with GE!

Sincerely,

Authorized Signatory

Sandeep Kr. Sharma

Senior Employee HR Management Staff Manager

19-Nov-2021

Dear Fukat Asmita,
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Candidate ID – 16433162

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President - Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Fukat Asmita **Designation:** Programmer Analyst Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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

AND

Fukat Asmita, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

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

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

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

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited Fukat Asmita

Sign: _____
Name:

Sign: _____
Name:



ACE[®]
Engineering Academy
Training Institute for ARI/CATS/PSUs

STUDENT IDENTITY CARD



22

Name **B. Akash**

Batch **GT-6** R.No. **03**

Valid Upto **Genio-22 PAI**

[Handwritten Signature]

Authorised Signature

EEL GENCO

HYD/ST/ID

13/5



GE India Industrial Pvt. Ltd.

No. A-78/1, Chakan Industrial Estate
Maharashtra Industrial Development Corporation
(MIDC), Khed
Pune 410501

Date: November 09 2020

Vinod Galkwad

Re: Offer letter

Dear, Vinod Galkwad

We are pleased to offer you the position of **Trainee** at **GE India**, with a start date of **NOVEMBER 2021**

You will be paid total emoluments of IN ~~300000~~/- annually, a breakup of which is attached herewith.

This offer is conditional to the satisfactory completion of all regulatory background checks. Failure to clear any one of these checks will lead to an immediate withdrawal of this offer.

The terms and conditions of your employment will be formally communicated post the completion of background checks.

Please confirm your acceptance by signing and returning the attached copy, within seven working days of receipt.

You will be required to report to the undersigned at the GE Office located in Pune.

We welcome you as a member of our team and wish you a successful career with GE!

Sincerely,

Authorized Signatory

Sandeep Kr. Sharma

Senior Employee HR Management Staff Manager

CN122014343

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : GE India Industrial Pvtet Limited. (E06202700013)
with Telephone no. & E-mail address : Plot No A7B/1 Chakan MIDC, PunePune, Maharashtra
: 02135-620000
: sandeepkumar.sharma@ge.com
2. (a) Name of Apprentice (Block Letters) : ARATI YASHAVANT GHADAGE (A122013313)
(b) Father's/Mother's /Spouse's Name : Yashavant Ghadage
3. Address of apprentice : Navhind Ward, Sotara, Sotara, Maharashtra
4. Gender : Female
5. Date of Birth : 08-04-2001
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Diploma
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Manufacturing Associate - Modern Shopfloor Engineering
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption :
(i) Name of the Course : Diploma
(ii) Duration of Training/Course : N/A
(iii) Name of the Institute : Maharashtra State Board of Technical Education
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2496 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 2496 Hours
Period of On-the-Job Training : From 01-12-2020 to 30-11-2021
11. Apprenticeship Training Location : GE - Khed Pune
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-job Training is to be provided : GE India Industrial Pvtet Limited.
GE - Khed Pune
Pune
Maharashtra
12. (a) Date of execution of contract : 14-12-2020
(b) Age of Apprentice on the date of execution of contract : 19 years, 8 months and 6 days
13. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount :
(a) During 1st year of training : 13333
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



FOR OFFICE USE ONLY

Contract Registration No
(To be given by the Office of the Apprenticeship Advisor)
(Mandatory only for Registered Trades)

CN122014343

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

महाराष्ट्र शासन

MAHARASHTRA STATE GOVT. EMPLOYMENT BOARD
MAHARASHTRA STATE EMPLOYMENT BOARD LTD.

आयुष्य विभाग, पुणे
आयुष्य विभाग, पुणे

REGISTRATION No. 099718



नाम: **आयेसा मन्मट ठळारी**

व्यवसाय: **उपकेंद्र सहायक**

पते: **शेळीनी उपकेंद्र**

पुणे

REGISTRATION No. 099718

नाम: **आयेसा मन्मट ठळारी**

व्यवसाय: **उपकेंद्र सहायक**

पते: **शेळीनी उपकेंद्र**

पुणे

महाराष्ट्र शासन

आयुष्य विभाग, पुणे

महाराष्ट्र शासन (उपक्रम)

CN022119345

Model Contract of Apprenticeship Training for Major/Minor Apprentices

1. Name and Registered Address of Establishment
with Telephone no. & Email address
: GE India Industrial Private Limited (020)29279913
: Flat No. A/101 Chakan MIDC, Pune/Pune Maharashtra
: 02135-620009
: apprentice@kumar-sharma.org
2. (a) Name of Apprentice (Block Letters)
(b) Father's/Mother's/Spouse's Name
: MAYURI MAHESH JADHAV (CN022110762)
: Mahesh Jadhav
3. Address of apprentice
: 916/Charath, Sindhadurg, Saschadurg Maharashtra
4. Gender
: Female
5. Date of Birth
: 30-10-2000
6. (a) Whether belongs to SC/ST/OBC/PwD/Minority
(b) Name of the Category
: No
: General
7. Educational Qualification (Highest)
: Diploma
8. (a) Category of Apprenticeship
(b) Name of the trade for which Apprentice is training
: Optional
: Manufacturing Associate - Modern Shopfloor Engineering
9. (a) Whether Basic Training is to be provided as part of
Apprenticeship
(b) If Basic Training is exempt - reason for exemption
(i) Name of the Course
(ii) Duration of Training/Course
(iii) Name of the Institute
(iv) Name of the Sector Skill Council (if applicable)
: No
: Diploma
: N/A
: Maharashtra State Board of Technical Education
: N/A
10. Apprenticeship Training duration (Total)
(a) Duration of Basic Training
Period of Basic Training
(b) Duration of On-the-Job Training
Period of On-the-Job Training
: 2496 Hours
: N/A
: N/A
: 2496 Hours
: From 25-01-2021 to 24-01-2022
11. Apprenticeship Training Location
(a) Name and address of facility where Basic Training is
to be provided
(b) Name and address of the facility where On-the-Job
Training is to be provided
: GE - Khed Pune
: N/A
: GE India Industrial Private Limited
: GE - Khed Pune
: Pune
: Maharashtra
12. (a) Date of execution of contract
(b) Age of Apprentice on the date of execution of contract
: 21-04-2021
: 20 years, 3 months and 16 days
13. Is the establishment opting for benefits under NAPS*?
*If yes, Annexure 2 to this contract will also be applicable.
: Yes
14. Monthly stipend amount
(a) During 1st year of training
(b) During 2nd year of training
(c) During 3rd and 4th year of training
: 13333
: N/A
: N/A





MAHLE

Prajakta AnandaJadhav

Employee ID : 002308
Department : Production
Blood Group : O+ve
Location: Pune

19-Nov-2021

Dear Jagtap Sanjay Sahebrao,
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Candidate ID – 16433162

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President - Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Jagtap Sanjay Sahebrao

Designation: Programmer Analyst Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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

AND

Jagtap Sanjay Sahebrao, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

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

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

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

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited Jagtap Sanjay Sahebrao

Sign: _____
Name:

Sign: _____
Name:



Letter of Intent/Appointment Offer

Dear Lahu Govindrao Kele,

Date: 13 Jun 2022

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of **Senior Technician** with Team Lease Services Limited on fixed-term assignment and your date of Joining would be **13 Jun 2022**. Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be **INR 21195.00** and **254340.00** respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be **Pune**. The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: <https://play.google.com/store/apps/details?id=com.teamlease.associate&hl=en>

Link for iOS App: <https://itunes.apple.com/in/app/teamlease/id1033421268?mt=8>

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in the future.

Yours sincerely,

For TEAMLEASE SERVICES LIMITED

Rituparna Chakraborty
(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name:



Senses Electronics Pvt Ltd

SALARY SLIP FOR THE MONTH OF JANUARY 2023

Employee Details

Name:	Rushikesh R Khopade		
Designation:	Team Lead-Product Support		
Department:	Support		
Employee number:	SEPL/HO/18		
Present Days:	19	PF No:	PUPUN18931170000010022
Weekly Off:	7	UAN No:	101427451999
Leaves:	4	ESIC No:	-
PH:	1	PAN No:	FQVPK8838J
WP:	0	Adhar No:	524876221402
COFF:	0	Bank Acct No:	309002654151
Total:	31	Leave Balance:	PL-33.5, SL-4, CL-0

Salary Details

Earnings		Deductions	
Salary Heads	Amount	Salary Heads	Amount
Basic (A)	₹ 17,880	PF Employee	₹ 1,800
Allowances:		ESI Employee	-
House Rent All (H R A)	₹ 8,940	PT	₹ 200
Conv. All	₹ 7,152	MLWF	
EDU. All	₹ 6,258		
CCA	₹ 4,470		
Spl. All	₹ -		
Others	₹ -		
Total Allowances (B)	₹ 26,820		
Gross Salary (C=A+B)	₹ 44,700		
Employer Contributions			
PF Employer	₹ 1,800	Deductions	₹ 2,000
ESI Employer	₹ -		
Exgratia			
Reimbursements:		Summary	
Medical (Reimb)		Gross Salary	₹ 44,700
Conv. (Reimb)		Add: Reimbursed Allowances	₹ -
Telephone (Reimb)		Less: Deductions	₹ 2,000
Other (Reimb)		Less: TDS	₹ -
Total Reimbursements	₹ -	Less: Other Deductions	₹ -
Salary (CTC) / PM	₹ 46,500	Less: Loans Emi	₹ -
Salary (CTC) / PA	₹ 5,58,000	Net Salary Transfer Amount	₹ 42,700

This is Computer generated salary slip hence no signature required.

Senses Electronics Pvt Ltd

M No.818, At Post Bhugaon, Tal Mulashi, Pune 412 108

Info@senseselec.com | www.senseselec.com

Passenger Vehicle Business Unit - Pune

Korade Sakshi Vijay

P. No. : 592196

Blood Group : O+VE





Kalyani Forge Limited

KOREGAON BHIMA,-412 216,
TEHSILTEHSIL SHIRUR DIST. PUNE.

(02137) 252335, 252755, 252757

(02137) 252344/ 252756. www.kalyaniforgo.co.in

Date- 20-02- 2023

Mr. Pathe Aniket Sanjay
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Sub: Engagement as Trainee Engineer

Dear Pathe Aniket Sanjay,

We are now pleased to appoint you as a Trainee Engineer for a period of one year from 03-03- 2023 to 02-03-2024 in HFD-1 Division Sanaswadi, Pune. You will be paid remuneration of Rs.19000/- CTC per month breakup of the remuneration is annexed.

- i. You will be abiding by all the rules and regulations regarding the code of conduct and discipline of organization. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management.
- ii. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
- iii. During this period your performance will be periodically assessed and if found unsatisfactory your appointment will be terminated before the aforesaid specified fixed period, by giving a short notice period is one month's notice or salary in lieu thereof as per the instructions of management.
- iv. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- v. You will maintain a high standard of Loyalty, efficiency, integrity and will liaise with employees/ workers in the factory.

- vi. The management will be within its rights to transfer you for work or your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
- vii. Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof.
- viii. Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your address, you will intimate the same in writing to the HR department within three days from the date of such change.
- ix. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment.
- x. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the KFL family and look forward to a fruitful collaboration.

For, Kalyani Forge Limited,

**Shailendra Gaikwad,
Head- HR, IR & Admin**





12th March, 2023

To,
Salunke Roshan Jagdish
Sarola, Tel- Bhor
Pune 411046

Sub: **Offer of Employment**

Dear Roshan,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment as '**Engineer – After Sales**' in our Company on the following terms & conditions.

1. You will be based at **Ranjhe Factory**. However, your services are liable to be transferred to any of our offices/unit/places anywhere in India.
2. You will be on probation for a period of six months from the date of your joining. During For probation, the notice period will be 2 months.
3. Your annual emoluments on joining will be as per the annexure.
4. This offer and its continuance are subject to:
 - a. Verification of your educational records (mark sheets/ certificates) ets., relieving letter and experience certificate from your previous organization.
 - b. Verification of references furnished by you.
 - c. Verification of salary slip with bank account statements furnished by you.
5. For termination of employment during the Probation period you will be given at least seven days prior written notice from the organization.

If the above offer is acceptable to you, please sign the duplicate copy as acceptance of employment.

Please join on or before 15th January 2024 at 08:30 am and meet the undersigned at the address below.

KraftPowercon India Ltd.
Gat No. 105, Village Ranjhe,
Shivapur-Kondanpur road,
Tal. Bhor, Dist. Pune - 412205

Best Wishes,
For KraftPowercon India Ltd.



Suraksha Giri
Deputy Manager – HR & Admin

Kraft Powercon India Limited
Regd. Office: 7, Electronic Co-op.
Estate, Pune-Satara Road,

Works
Gat No. 105, Shivapur Kondhanpur Road,
Ranjhe, Taluka Bhor,

Telephone
+91 (20) 24 22 01 70 / 90
Fax :

CIN : U29299PN1998PLC114575
URL : www.kraftpowercon.com
Email : Info.in@kraftpowercon.com



Annexure

Name :- Salunke Roshan Jagdish

Designation:- Engineer – After Sales

Reporting to : Dy Manager – After Sales

Compensation Components	Salary Structure	
	P.M	P.A
Basic Salary		
Basic Salary	15833	189996
TOTAL BASIC SALARY	15833	189996
HRA	6333	75996
Conveyance	1000	12000
Medical Allow	1500	18000
Attire	900	10800
Book	600	7200
Education Allow	200	2400
Special Allow	656	7872
TOTAL ALLOWANCES	11189	134268
Gross Salary (A)	27022	324264
OTHER BENEFITS		
Company Provident Fund	1800	21600
Gratuity	762	9139
BONUS	2083	25000
TOTAL (B)	4645	55739
COST TO COMPANY (C=A+B)	31667	380003

Notes: -

Deductions:

- Professional Tax (Rs 200 PM)
- Provident Fund (Rs. 1800 PM)
- Bus Deduction (Rs. 400 PM) if bus facility availed
- Income Tax (as per tax bracket).

Benefits:

Hospitalization Insurance: Kraft Powercon offers you an annual coverage of INR 300000/-. For yourself.
You will be covered under the GPA policy for 20 lakhs.

Ref No. BRCCPL/HR&A/22-23

19th August'2022

To
Mr. Sachin R Sawant,
 The One Society, B Wing,
 Flat No. 602, Bhugaon, Paud Road,
 Pune - 412115.

Sub: Intent Letter of Appointment

Dear Mr. Sachin,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "MEP Manager".

Hearty Congratulations!

You will join the company on **12th September'2022**. You are requested to bring the following documents along with you, at the time of joining.

1. A photocopy of each of proof of Address, Age. [Qualification and Experience if any]
2. 3 Passport size photographs.
3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by a:3BS doctor recently.

Detailed appointment letter shall be issued after joining.

Please contact HR department **at 10.00 a.m. on the date of joining**, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association. With Best Wishes.....

For Bhat & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr. Sachin R Sawant]
 +91-9923275610



**BHATE & RAJE CONSTRUCTION
 COMPANY**

Registered Office : 58-B, CDSA Campus, Pune-Paud Road, Bavdhan, Pune-411 021, Maharashtra, INDIA
 Phone : +91-8956952960/61, E-mail: brccpl@gmail.com, www.bhateraje.com, CIN : U45202PN1999PTC014083
 Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex, 631/4, Kasar
 Vaddo, Socorro, Porvorim, Bandel, North Goa, Goa - 403501
 Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjisar, Vadodara,
 Salvi Road, Village-Manjisar, Tal - Savli, Vadodara - 391775 Gujarat.

फोन नं.: २४४६४१(यग) २४७६२२(वे),

फेक्स नं.: ०२१६२-२४५५४१

E-mail : eesatara@mahadiscom.in

Website : www.mahadiscom.in

घार्यवारी अभियंता यांचे कार्यालय,
 प्रशासकीय इमारत, विद्युत भवन, कृष्णानगर
 सातारा, ता. जि. सातारा -४१५००३

जा.क्र. काअ/सातारा/मासवि/वि.सहा./ No 1366

दि. 14 MAR 2022

डाक पोच देय/हस्ते रवाना

नियुक्ती पत्र :

प्रति,

कु. आफिया दिलावर शेख, (खुल्या प्रवर्गातून निवड) (महिला आरक्षण)

रा. ११५०, बुरुडगल्ली, ता. कोरेगाव,

जि. सातारा

विषय : सरळसेवा भरती अंतर्गत विद्युत सहाय्यक या पदावर तीन वर्षांकरिता कंत्राटी पध्दतीवर नियुक्ती देण्याबाबत.

- संदर्भ:- १. सेवायोजन जाहिरात क्रमांक ०४/२०१९.
 २. सांघिक कार्यालयाची निवड यादी दि.०८.१०.२०२१.
 ३. सांघिक कार्यालयाचे पत्र क्र. २५३७७ दि.१३.१०.२०२१.
 ४. मुअ/बाप/मासवि/जाहिरात क्र. ०४-२०१९ (वि.स.)/३९२२ दि.२७.१२.२०२१

महोदय /महोदया,

महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित, सांघिक कार्यालय, मुंबई यांच्या सेवायोजन जाहिरात क्रमांक ०४/२०१९ च्या अनुषंगाने भरलेला ऑनलाईन अर्ज व प्रसारीत करण्यात आलेल्या निवड यादीनुसार आपली 'विद्युत सहाय्यक' पदी खुला प्रवर्गातून व महिला या समांतर आरक्षण अंतर्गत निवड झालेली असून, सांघिक कार्यालय, मुंबई यांनी दि.०८.१०.२०२१ रोजी प्रसारित केल्यानुसार आपणास बारामती परिमंडळांतर्गत वर्ग करण्यात आले व संदर्भिय क्र.४ च्या अनुषंगाने आपणास सातारा विभागांतर्गत वर्ग करण्यात आलेले आहे. या अनुषंगाने कळविण्यास आनंद होतो की, निम्नस्वाक्षरीकारास म.रा.वि.वि.कं.मर्या., कर्मचारी सेवाविनियम, २००५ मधील अनुसूचि क्र.३ अन्वये प्रदान करण्यात आलेल्या अधिकारानुसार खालील अटी व शर्तीच्या अधीन राहून 'विद्युत सहाय्यक' या पदावर तीन वर्षे कालावधीसाठी कंत्राटी पध्दतीवर आपणास नियुक्ती देण्यात येत आहे.

नियुक्तीच्या अटी व शर्ती :

- आपली 'विद्युत सहाय्यक' या पदावरील कंत्राटी पध्दतीवरील नियुक्ती महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित मध्ये रुजू होण्याच्या दिनांकापासून ३ वर्षे कालावधीसाठी राहिल.
- सदर पदावर रुजू होण्याकरिता आपणांस कोणत्याही प्रकारचा प्रवासभत्ता व रुजू कालावधी मिळणार नाही.
- रुजू झाल्याबरोबर आपणांस प्रजासत्ताक भारताशी व भारतीय राज्यघटनेशी एकनिष्ठ राहण्याची शपथ घ्यावी लागेल.
- आपणांस 'विद्युत सहाय्यक' या पदावर रुजू झालेल्या दिनांकापासून दरमहा खालीलप्रमाणे मानधन दिले जाईल.

अ) प्रथम वर्ष एकूण दरमहा मानधन :	रुपये १५,०००/-
ब) द्वितीय वर्ष एकूण दरमहा मानधन :	रुपये १६,०००/-
क) तृतीय वर्ष एकूण दरमहा मानधन :	रुपये १७,०००/-

 (टिप : उपरोक्त मासिक मानधनामधून भविष्य निर्वाह निधी, आयकर व व्यवसाय कर इ. वजावट करण्यात येईल)
- सेवायोजन जाहिरात क्रमांक ०४/२०१९ मध्ये विहित केल्यानुसार ऑनलाईन अर्जात आपण नमुद केल्यानुसार शैक्षणिक अर्हता, वय, सामाजिक व समांतर आरक्षण इत्यादी संदर्भातील कागदपत्रे रुजू होते वेळी सादर करणे आवश्यक राहिल.
- आपण 'विद्युत सहाय्यक' या पदावरील कंत्राटी कालावधी समाधानकारकरित्या पूर्ण केला नाही तर आपणास तंत्रज्ञ या नियमित पदावर अस्थायी आस्थापनेवर सामावून घेतले जाणार नाही व आपली सेवा समाप्त करण्यात येईल.

७. तथापि, आपणांस 'विद्युत सहाय्यक' या पदावर कंत्राटी स्वरूपात नमणूक देऊन नियमांनुसार सदर कंत्राटी कालावधी समाधानकारकरित्या पूर्ण केल्यानंतर त्या वेळची रिक्त पदे व अनुशेष विचारात घेऊन तंत्रज्ञ या नियमित पदावर अस्थायी आस्थापनेवर सामावून घेण्यात येईल. 'तंत्रज्ञ' या पदावर सामावून घेतल्यानंतर व रुजू झाल्यानंतर मूळवेतना व्यतिरिक्त महागाई भत्ता, घरभाडे भत्ता व इतर भत्ते इत्यादी कंपनीच्या नियमाप्रमाणे मिळण्यास पात्र राहाल.
८. कंपनीत रुजू झाल्यानंतर आपल्या सेवापुस्तिकेत नोंदविलेल्या जन्मतारखेमध्ये रुजू झालेल्या दिनांकापासून एक वर्षाचा कालावधी पूर्ण होण्यापूर्वी आवश्यक ती कागदपत्रे सादर केल्यानंतर बदल करण्यात येईल. कंपनीच्या सेवेत एक वर्ष पूर्ण झाल्यानंतर अशा प्रकारचा बदल करण्याकरीता आपला कोणताही अर्ज विचारात घेतला जाणार नाही.
९. आपणास मराठी भाषेचे ज्ञान पूर्णपणे अवगत असणे आवश्यक असून पुरावा म्हणून मराठी भाषा घेऊन उतीर्ण झाल्याचे प्रमाणपत्र सादर करण्यात यावे, तथापि आपणांस नियुक्तीनंतर ३ (तीन) वर्षांच्या कालावधीमध्ये सामान्य स्थायी आदेश क्र. ११७ दि.३०.०३.१९६२ मधील तरतुदीनुसार विभागीय 'मराठी भाषा परीक्षा' उतीर्ण करणे बंधकारक राहिल किंवा सदर परीक्षा उतीर्ण होणेपासून सूट मंजूर करून घेणे आवश्यक राहिल. 'तंत्रज्ञ' या नियमित पदांवरील समावेशन व त्यापुढील कंपनीतील सेवा कायम राहणे हे मराठी भाषा उतीर्ण होण्यावर अवलंबून राहिल.
१०. आपणास 'विद्युत सहाय्यक' या पदावर हजर होतेवेळी विहित नमुन्यातील रु.२००/- च्या नॉन ज्युडीशियल बंधपत्रावर हमीपत्र लिहून देणे बंधनकारक राहिल.
११. आपली नियुक्ती कंत्राटी पध्दतीवर असल्यामुळे कंपनीमार्फत २४ तासाची आगाऊ नोटीस देऊन आपली सेवा समाप्त करण्यात येऊ शकते. आपणास राजीनामा द्यावयाचा असल्यास २४ तासांची आगाऊ नोटीस अथवा त्या कालावधीचे मानधन कंपनीस द्यावे लागेल. आपण रजेच्या काळात राजीनामा सादर केल्यास रजेचा कालावधी संपल्यानंतरच्या दिवसापासून नोटीस कालावधी सुरु होत असल्याचे समजण्यात येईल. विहित मुदतीत तशी पूर्वसूचना न दिल्यास अथवा मानधनाची रक्कम जमा केल्याशिवाय राजीनाम्याचा विचार केला जाणार नाही.
१२. आपले चारित्र्य व पूर्वचारित्र्य पडताळणी अहवाल संबंधित मा.जिल्हा पोलीस अधीक्षक यांचेकडून तीन महिन्यांच्या आत सादर करणे आवश्यक आहे. यासाठी विहित साक्षांकन प्रपत्र सादर करणे बंधनकारक आहे. विहित मुदतीत आपले चारित्र्य व पूर्वचारित्र्य पडताळणी अहवाल सादर न केल्यास आपल्याविरुद्ध नियमाधीन कारवाई करण्यात येईल. याची नोंद घ्यावी. तसेच चारित्र्य व पूर्वचारित्र्य पडताळणी अहवालांमध्ये प्रतिकूल शेर प्राप्त झाल्यास प्रकरणाच्या गांभीर्यानुसार आपली नियुक्ती समाप्त करण्याचा अधिकार नियुक्ती प्राधिकारी यांना राहिल. त्याचप्रमाणे आपण विहित साक्षांकन प्रपत्रामध्ये सादर केलेली माहिती चुकीची, खोटी व दडवून ठेवल्याचे निदर्शनास आल्यास, सदर अनियमिततेस आपणास जबाबदार धरून, कंपनीच्या प्रचलीत नियमानुसार सेवेतून बडतर्फ करण्यात येईल.
१३. आपण महाराष्ट्र राज्य विद्युत वितरण कंपनीमध्ये रुजू होताना जिल्हा शल्य चिकित्सक (District Civil Surgeon) यांच्याकडून शारीरिक स्वास्थ्य प्रमाणपत्र व छातीचा क्ष किरण अहवाल सादर करणे बंधनकारक राहिल. यासाठी होणारा खर्च आपणास स्वतः करावा लागेल. तसेच वैद्यकिय तपासणीअंती आपण कंपनीचे काम करण्यास शारीरिकदृष्ट्या अपात्र ठरल्यास आपली नियुक्ती कोणतीही पूर्वसूचना न देता रद्द करण्यात येईल.
१४. महाराष्ट्र नागरी सेवाविनियम, २००५ दि. २८.०३.२००५ च्या अधिसूचनेद्वारे शासनाने पारित केल्यानुसार छोटे कुटुंबाचे प्रतिज्ञापत्र नमूना - अ' हजर होणेपूर्वी सादर करणे बंधनकारक राहिल.
१५. आपण मागासवर्गीय प्रवर्गामध्ये मोडत असल्यास आपली नियुक्ती ही मा. उच्च न्यायालय, औरंगाबाद खंडपीठ, मुंबई यांची याचिका क्र. २१३६/२०११ व कंपनीचे प्रशासकीय परिपत्रक क्र. ३७८ दि.०४.०१.२०११ व महाराष्ट्र राज्य शासन निर्णय क्र.बीसीसी २०११/प्र.क्र.१०६४/२०११/१६ ब दि.१२.१२.२०११ व मा. सर्वोच्च न्यायालय यांचेकडे दाखल केलेल्या एस. एल. पी. क्र १५७०१/२०११ वरील पारित होणाऱ्या आदेशाच्या अधिन राहून करण्यात येत आहे. तसेच आपणास नियुक्ती आदेशाच्या दिनांकापासून ६ (सहा) महिन्यांच्या आत जात प्रमाणपत्राची वैधता संबंधित सक्षम जात पडताळणी समितीकडून प्राप्त करून कंपनीस सादर करणे बंधनकारक राहिल. विहित मुदतीत जात वैधता प्रमाणपत्र सादर न केल्यास आपल्याविरुद्ध कंपनीच्या विद्यमान तरतुदीनुसार कारवाई करण्यात येईल. तसेच सक्षम जात वैधता पडताळणी समितीने आपले जात प्रमाणपत्र अवैध ठरविल्यास कोणतीही पूर्वसूचना न देता आपली सेवा समाप्त करण्यात येईल.

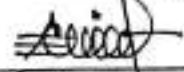
१६. आपण जाहिरात क्र.०४/२०१९ च्या अनुषंगाने ऑनलाईन अर्ज भरतेवेळी समांतर आरक्षणांतर्गत मंडळ/ महावितरण/महापारेषण/महानिर्मिती कंपनीमध्ये वीजतंत्री/ तारतंत्री मधून शिकाऊ उमेदवारी प्रशिक्षण पूर्ण केल्याचे प्रमाणपत्र, महिला आरक्षण, अत्युच्च गुणवत्ता धारक खेळाडू प्रमाणपत्र, माजी सैनिक, अनाथ, दिव्यांग, प्रकल्पग्रस्त, भूकंपग्रस्त, महावितरण कर्मचारी यापैकी पर्यायाची निवड करुन अर्ज सादर केलेला असल्यास अशा समांतर आरक्षणाच्या पुष्टर्थ सक्षम अधिकारी यांचे वैध प्रमाणपत्र सादर करणे बंधनकारक आहे.
१७. आपली निवड दिव्यांग प्रवर्गातून झाली असल्यास महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादितमध्ये रुजू होतेवेळी जाहिरातीत नमुद केल्यानुसार दिव्यांगाबाबतचे सक्षम मेडीकल बोर्ड यांचेकडील विहित नमुन्यातील योग्य ते अपंगत्वाचे प्रमाणपत्र सादर करणे आवश्यक राहिल.
१८. आपली निवड अत्युच्च गुणवत्ता धारक खेळाडूंच्या राखीव आरक्षणामधून झालेली असल्यास प्राविण्य प्राप्त खेळाडू व्यक्तिसाठी असलेल्या आरक्षणाचा दावा करणाऱ्या उमेदवारांच्या बाबतीत क्रिडा विषयक विहित अर्हता धारण करीत असल्याबाबत सक्षम प्राधिकाऱ्याने प्रमाणित केलेले खेळाचे प्राविण्य प्रमाणपत्र ऑन लाईन अर्ज सादर करण्याच्या अंतिम दिनांकाचे किंवा तत्पूर्वीचे असणे बंधनकारक राहिल. अन्यथा खेळाचे प्राविण्य प्रमाणपत्र संबंधित विभागीय उप संचालक कार्यालयाकडे पडताळणीकरीता दि.२६.०७.२०१९ पूर्वी सादर केले असल्याबाबतचा पुरावा सादर करणे आवश्यक राहिल.
१९. आपण प्रकल्पग्रस्त/माजी सैनिक/भूकंपग्रस्त असल्यास सक्षम अधिकारी यांनी प्रदान केलेले प्रमाणपत्र सादर करणे आवश्यक राहिल.
२०. आपली निवड ही शिकाऊ उमेदवार प्रवर्गातून झाली असल्यास तदर्थ मंडळ तथा म.रा.वि.मं. सूत्रधारी कंपनी यांच्या अधिपत्याखालील महावितरण/महानिर्मिती/महापारेषण कंपनीमध्ये यशस्वीरित्या शिकाऊ उमेदवारी प्रशिक्षण पूर्ण केलेबाबत व उत्तीर्ण प्रमाणपत्र सादर करणे आवश्यक राहिल. तसेच शिकाऊ उमेदवार अधिनियम, १९६१ अन्वये राष्ट्रीय शिकाऊ उमेदवारी पूर्ण झाल्यानंतर वीजतंत्री/तारतंत्री व्यवसायातील अथवा सेंटर ऑफ एक्सलन्स (इलेक्ट्रीकल सेक्टर) मधील राष्ट्रीय व्यवसाय प्रशिक्षण परिषद,(एनसीटीव्हीटी) नवी दिल्लीकडून देण्यात येणारे प्रमाणपत्र सादर करणे आवश्यक राहिल.
२१. अनाथ व्यक्तींचे आरक्षण शासन निर्णय, महिला व बालविकास विभाग, क्र. अमुजा-२०११/प्र.क्र.२१२/का-३, दि.०२ एप्रिल, २०१८ तसेच यासंदर्भात शासनाकडून वेळोवेळी जारी करण्यात येणाऱ्या आदेशानुसार असून आपली निवड अनाथ प्रवर्गातून झाली असल्यास सक्षम अधिकारी यांनी प्रदान केलेले प्रमाणपत्र सादर करणे आवश्यक राहिल.
२२. महाराष्ट्र राज्य लोकसेवा अनुसूचित जाती, अनुसूचित जमाती, विमुक्त जाती, भटक्या जमाती, विशेष मागासप्रवर्ग व इतर मागासवर्ग यासाठी आरक्षण अधिनियम, २००१ (सन २००४ च्या महाराष्ट्र अधिनियम क्र. ८) हा अधिनियम महाराष्ट्र शासनाने दि.२९.०१.२००४ पासून अंमलात आणला आहे. सदर अधिनियमानुसार फक्त अनुसूचित जाती व अनुसूचित जमाती यांना सोडून उर्वरित मागासवर्गातील सर्व जाती प्रवर्गातील म्हणजे वि.जा. (अ), भ.ज. (ब), भ.ज. (क), भ.ज. (ड), वि.मा.प्र., इतर मागास यांना उन्नत/ प्रगत गटाचे (क्रिमिलेअर) तत्व लागू केले आहे. त्या प्रवर्गातील उमेदवारांना जात उन्नत व प्रगत गटात मोडत नसल्याचे दि.०१.०४.२०१९ नंतरचे किंवा जाहिराताच्या दिनांकास वैध असेलेले 'नॉन क्रिमिलेअर प्रमाणपत्र' धारण करणे आवश्यक राहिल.
२३. आपली निवड महिला आरक्षणांतर्गत झालेली असल्यास (अनुसूचित जाती व अनुसूचित जमाती वगळून) विहित महिला आरक्षणाकरीता 'नॉन क्रिमिलेअर प्रमाणपत्र' सादर करणे आवश्यक राहिल.
२४. कंपनीत रुजू होतेवेळी महाराष्ट्र राज्याचे अधिवास (Domicile) प्रमाणपत्र सादर करणे आवश्यक राहिल.
२५. 'विद्युत सहाय्यक' या पदावर रुजू झाल्यानंतर कंत्राटी कालावधीमध्ये कोणत्याही कारणास्तव विनंती बदली मिळण्यास पात्र राहणार नाही. तथापि, कामाच्या निकड व जरूरीनुसार आपणास एका ठिकाणाहून दुसऱ्या ठिकाणी (महाराष्ट्रात कोठेही) बदलीवर जावे लागेल. तसेच महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादितच्या सेवाकाळ आवश्यक भासल्यास एखादया संरक्षण प्रकल्पात किंवा भारताच्या संरक्षणांशी संबंधित एखादया पदावर सेवा करणे आपणावर बंधनकारक राहिल.

२६. आपली नियुक्ती ही महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित मध्ये नव्याने झाली आहे असे गृहीत धरून आपल्या पूर्वीच्या नियोक्ता/ मालक यांची कोणतीही प्रशासकीय आणि आर्थिक दायित्य/ जबाबदारी कंपनी स्विकारणार नाही. यापूर्वी आपण शासकीय/ निमशासकीय सेवेत कार्यरत असाल तर त्या सेवाकालावधीचा कोणताही लाभ मिळणार नाही. तसेच आपण शासकीय/ निमशासकीय सेवेत असल्यास महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादितमध्ये रुजू होण्यापूर्वी राजीनामापत्र सादर करणे आवश्यक राहिल.
२७. नियुक्तीच्या कालावधीमध्ये आपणांस कंपनीच्या नियम नियमावलीनुसार 'तंत्रज्ञ' या पदाकरीता विहित केलेली कर्तव्ये व जबाबदारी पार पाडावी लागतील.
२८. महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादितचे सध्या अस्तित्वात असल्याप्रमाणे व चेळोवेळी सुधारित केल्यानुसार खालील विनियम, नियम, सेवाशर्ती आपणांस लागू राहतील.
- क) महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित कर्मचारी सेवाविनियम- २००५.
 ख) महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित वर्गीकरण व भरती सेवाविनियम- २००५.
 ग) महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित- २००५ सेवाज्येष्ठता सेवाविनियम, २००५.
 घ) अंशदान भविष्य निर्वाह निधी अधिनियम.
 च) उपदान अधिनियम, १९७२.
 छ) कंपनीचे सामान्य स्थायी आदेश, सामान्य आदेश, प्रशासकीय परिपत्रके, परिपत्रके तसेच कर्मचाऱ्यांवर बंधनकारक असणारे इतर नियम व विनियम.
 ज) कंपनीने किंवा अन्य सक्षम अधिकारी यांनी तयार केलेले इतर नियम व विनियम.
२९. कंपनीच्या सेवेत रुजू होताना आपण मानव संसाधन व्यवस्थापन प्रणाली मध्ये नोंद घेण्यासाठी आपला रक्तगट, आधार कार्ड, पॅन कार्ड, बँक डिटेल् इ. सादर करणे बंधनकारक राहिल.
३०. मा.उच्च न्यायालय, मुंबई येथे दाखल झालेल्या याचिका क्र.२११६/२०१३, २१४७/२०१३ आणि २३२५/२०१३ व मा. औद्योगिक कामगार न्यायालय याचिका क्र.४८/२०१२ च्या आदेशाच्या/निर्णयाच्या अधीन राहून रिक्त पदांचा घोषवारा घोषित करण्यात आलेला आहे. तसेच मा.उच्च न्यायालय, मुंबई येथे दाखल झालेल्या रिट पिटीशन क्र.२०५३/२०१४ तसेच या संदर्भात इतर न्यायालयीन प्रकरणी होणाऱ्या अंतिम व महाराष्ट्र शासनाच्या अधीन राहून आपली निवड करण्यात येत आहे.
३१. मा. सर्वोच्च न्यायालयाने सामाजिक व शैक्षणिकदृष्ट्या मागास प्रवर्गांच्या आरक्षणाच्या संदर्भात सिव्हिल अपील क्र. ३१२३/२०२० प्रकरणी दि.०५.०५.२०२१ रोजी दिलेल्या न्यायनिर्णयानुसार महाराष्ट्र शासनाने शासन निर्णय दि.०५.०७.२०२१ अन्वये निर्गमित केलेल्या मार्गदर्शक सूचनांच्या अनुषंगाने तसेच महाराष्ट्र शासन, उर्जा विभाग यांचे पत्र दि.१०.०२.२०२१ व त्यानुषंगाने कंपनीची अधिसूचना दि.११.०२.२०२१ च्या अनुषंगाने मा.उच्च न्यायालयामध्ये न्यायप्रविष्ट असलेली याचिका क्र.५१९६/२०२१ व याचिका क्र.२६६३/२०२१ तसेच या संदर्भात विविध न्यायालयात संलग्न इतर याचिकांच्या निर्णयाच्या अधीन राहून 'विद्युत सहाय्यक' पदी भरती करण्यात येत आहे. त्याचप्रमाणे सदरची नियुक्ती ही औद्योगिक कामगार न्यायालय, याचिका क्रमांक ४८/२०१२ व उच्च न्यायालय, मुंबई, औरंगाबाद खंडपीठामध्ये याचिका क्र.५७०१/२०२०, याचिका क्र.५७०३/२०२०, याचिका क्र.६४९६/२०१९, याचिका क्र.११६८४/२०२१, व संलग्न याचिका तसेच मा.उच्च न्यायालय, मुंबई, नागपूर खंडपीठामध्ये दाखल झालेल्या याचिका क्र. ५४२/२०१८, क्र.७०३८/२०१८, क्र.५३१०/२०१९ व इतर अन्य मुद्द्यांच्या संदर्भात विविध न्यायालयात/ न्यायाधिकरणात दाखल करण्यात आलेल्या न्यायिक प्रकरणातील अंतिम न्यायनिर्णयाच्या अधीन राहून करण्यात येत आहे.
३२. 'विद्युत सहाय्यक' या कंत्राटी पध्दतीवरील नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरूपाची गैरवर्तणूक केल्यास आपली नियुक्ती कोणतीही पूर्वसूचना न देता रद्द करण्यात येईल. यासाठी नियुक्ती पत्रातील कालावधी बंधनकारक राहणार नाही.

चरील अटी व शर्ती मान्य असल्यास आपण सहाय्यक अभियंता, शाखा कार्यालय रहिमतपूर शहर, रहिमतपूर उपविभाग यांचे कार्यालयात दि. १७/०३/२०२२ रोजी किंवा तत्पूर्वी रुजू व्हावे.

उपरोक्त तारखेपर्यंत आपण हजर न झाल्यास हे नियुक्ती पत्र रद्द झाल्याचे समजण्यात येईल. याबाबत कोणताही स्वतंत्र पत्रव्यवहार करण्यात येणार नाही, याची नोंद घ्यावी.

आपला विश्वासू,



(अमित अ. बाटकारे)

कार्यकारी अभियंता, सातारा विभाग

प्रत सविनय सादर :

- १) मुख्य अभियंता, म.रा.वि.वि.कं.मर्या. परिमंडल कार्यालय, बारामती.
- २) अधीक्षक अभियंता, म.रा.वि.वि.कं.मर्या. मंडल कार्यालय, सातारा.

प्रत रवाना :-

- १) उपकार्यकारी अभियंता, म.रा.वि.वि.कं.मर्या., रहिमतपूर उपविभाग.
- २) सहाय्यक अभियंता, म.रा.वि.वि.कं.मर्या., रहिमतपूर शहर शाखा

... कु. शेख, विद्युत सहाय्यक यांना दिलेल्या पदस्थापनेच्या ठिकाणी हजर करून घेवून हजर अहवाल या कार्यालयास त्वरीत सादर करावा. तसेच कु. शेख, विद्युत सहाय्यक यांच्या रिक्त जागी कार्यरत बाह्यस्त्रोत कर्मचारी यांना कमी करून त्याबाबतचा अहवाल या कार्यालयास सादर करण्यात यावा.

- ३) उप व्यवस्थापक (मासं)/(विवले), म.रा.वि.वि.कं.मर्या., संवसु विभाग, सातारा.
- ४) वेतन बिल लिपीक (मासं)/(विवले), म.रा.वि.वि.कं.मर्या.सातारा विभाग.
- ५) दफतरका.आ.फाईल.



Ref: TCPL/HR/2022/727

Date: 1st August 2022

Name- Shembale Mahesh Laxman
Address-A/P. Taradgaon
Tal- Phaltan, Dist-Satara 415518

Subject: Letter of Offer & Appointment

Dear Sagar,

This is reference to our discussions for the role with Tata Cummins Pvt. Ltd; we are pleased to communicate your appointment. Please find details of your Offer

POSITION : Engineer Trainee
LOCATION : Tata Cummins Ltd., Phaltan
SALARY GRADE : JE 1 N
DATE OF JOINING : 10th August 2018

Total Stipend: You will be paid a stipend of Rs.240000/- Per Annum (Rs. Two Lakh Forty Thousand Per Annum) for full attendance. Indirect Benefits are applicable as per policy.

Notes:

1. This offer is subject to you clearing our Background Verification process and pre-employment medical examination.
2. The details shared above are strictly confidential and not to be disclosed.

This Offer is valid subject to your joining on date mentioned above. "You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) over an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Mr. Alok Das (7447464325) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Tata Cummins Pvt Ltd.

Pragya Pandey
Sr. General Manager-HR

Note: The Stipend details are very personal and should not be divulged to anyone in the organization. Sharing this details with other employees is considered to be a violation of our code.

Plot No. A1/1, MIDC Phaltan
Village Surawadi, Phaltan-Lonand Road
Taluka Phaltan, Satara 415528
Maharashtra, India Phone +91 2166 305008

Registered Office Cummins Road, Telco Township, Jamshedpur 831004 Jharkhand, India



Kalyani Forge Limited

KOREGAON BHIMA,-412 216,
TEHSILTEHSIL SHIRUR DIST. PUNE.

(02137) 252335, 252755, 252757

(02137) 252344/ 252756. www.kalyaniforgo.co.in

Date- 20-02- 2023

Mr. Shinde Rahul Anand
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Sub: Engagement as Trainee Engineer

Dear Shinde Rahul Anand,

We are now pleased to appoint you as a Trainee Engineer for a period of one year from 03-03- 2023 to 02-03-2024 in HFD-1 Division Sanaswadi, Pune. You will be paid remuneration of Rs.19000/- CTC per month breakup of the remuneration is annexed.

- i. You will be abiding by all the rules and regulations regarding the code of conduct and discipline of organization. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management.
- ii. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
- iii. During this period your performance will be periodically assessed and if found unsatisfactory your appointment will be terminated before the aforesaid specified fixed period, by giving a short notice period is one month's notice or salary in lieu thereof as per the instructions of management.
- iv. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- v. You will maintain a high standard of Loyalty, efficiency, integrity and will liaise with employees/ workers in the factory.

- vi. The management will be within its rights to transfer you for work or your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
- vii. Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof.
- viii. Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your address, you will intimate the same in writing to the HR department within three days from the date of such change.
- ix. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment.
- x. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the KFL family and look forward to a fruitful collaboration.

For, Kalyani Forge Limited,



**Shailendra Gaikwad,
Head- HR, IR & Admin**





Ref: TCPL/HR/2022/727

Date: 1st August 2022

Name- Tambade Sanket Sham
Address-A/P. Taradgaon
Tal- Phaltan, Dist-Satara 415518

Subject: Letter of Offer & Appointment

Dear Sanket,

This is reference to our discussions for the role with Tata Cummins Pvt. Ltd; we are pleased to communicate your appointment. Please find details of your Offer

POSITION : Engineer Trainee
LOCATION : Tata Cummins Ltd., Phaltan
SALARY GRADE : JE 1 N
DATE OF JOINING : 10th August 2018

Total Stipend: You will be paid a stipend of Rs.240000/- Per Annum (Rs. Two Lakh Forty Thousand Per Annum) for full attendance. Indirect Benefits are applicable as per policy.

Notes:

1. This offer is subject to you clearing our Background Verification process and pre-employment medical examination.
2. The details shared above are strictly confidential and not to be disclosed.

This Offer is valid subject to your joining on date mentioned above. "You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) over an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Mr. Alok Das (7447464325) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Tata Cummins Pvt Ltd.

Pragya Pandey
Sr. General Manager-HR

Note: The Stipend details are very personal and should not be divulged to anyone in the organization. Sharing this details with other employees is considered to be a violation of our code.

Plot No. A1/1, MIDC Phaltan
Village Surawadi, Phaltan-Lonand Road
Taluka Phaltan, Satara 415528
Maharashtra, India Phone +91 2166 305008

Registered Office Cummins Road, Telco Township, Jamshedpur 831004 Jharkhand, India



APPOINTMENT LETTER

April 20, 2022

Dear Arati Nilesh Thorat,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Harshada Rajpure, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Arati Nilesh Thorat

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Thorat Arati Nilesh 20/4/2022 7:17 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 Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23235880



Kalyani Forge Limited

KOREGAON BHIMA,-412 216,
TEHSILTEHSIL SHIRUR DIST. PUNE.
(02137) 252335, 252755, 252757
(02137) 252344/ 252756. www.kalyaniforgo.co.in

Date- 20-02- 2023

Mr. Wawre Rajratna Bhimrao
B.E., Electrical Engineering
Navsahyadri Group of Institutes, Pune

Sub: Engagement as Trainee Engineer

Dear Wawre Rajratna Bhimrao,

We are now pleased to appoint you as a Trainee Engineer for a period of one year from 03-03- 2023 to 02-03-2024 in HFD-1 Division Sanaswadi, Pune. You will be paid remuneration of Rs.19000/- CTC per month breakup of the remuneration is annexed.

- i. You will be abiding by all the rules and regulations regarding the code of conduct and discipline of organization. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management.
- ii. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
- iii. During this period your performance will be periodically assessed and if found unsatisfactory your appointment will be terminated before the aforesaid specified fixed period, by giving a short notice period is one month's notice or salary in lieu thereof as per the instructions of management.
- iv. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- v. You will maintain a high standard of Loyalty, efficiency, integrity and will liaise with employees/ workers in the factory.

- vi. The management will be within its rights to transfer you for work or your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
- vii. Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof.
- viii. You address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your address, you will intimate the same in writing to the HR department within three days from the date of such change.
- ix. You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment.
- x. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the KFL family and look forward to a fruitful collaboration.

For, Kalyani Forge Limited,



**Shailendra Gaikwad,
Head- HR, IR& Admin**



SEINUMERO NIRMAN PVT. LTD.



CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
District - Pune - 412205
Plant 2 : Gat No: 659/1, 659/2 & 660, Gogalwadi, Taluka - Haveli, District - Pune - 412205
CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2024

To,

Abhishek Babasaheb Jadhav

Subject : Offer Letter

Dear Mr. Babasaheb

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

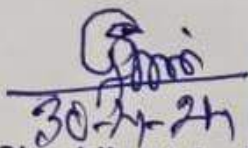
1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25th May 2023** **OR as early as possible.** Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,

For Seinumero Nirman Pvt Ltd.


30-4-24

Shashikant Joshi
Manager - HR & Admin.



To,

Ajit Dilip Arjun

Rawat Brothers Pvt. Ltd.

S. No. 63/1+2A Pune-Satara Road, Pune : 411 009

Subject: Joining/Offer Letter

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Sales Engineers" at Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 25th July 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,



Mr. Santosh Nagraj

'Shri Shankaranand' S. No. 63/1+2A Pune-Satara Road, Pune : 411 009
Mobile: +91 92256 00635



TeamLease®

Putting India to Work

Offer: Computer Consultancy

Date: 14-July-2023

Mr. Swapnil Chaudhari

Barwakar Abhijit Prakash

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



SHIELD PRO

REAL ESTATE

20 July 2023

Gaikwad Rutuja Vijay

With this letter, I, as the head of the Borcelle Real Estate, would like to apply for funding for the construction of a new cluster housing. Based on the results of the meeting we held the other day, I am sending this letter as an official sign to you. I invite you to become a sponsor in our latest project. For the purposes of the required funds ranged from \$ 200,000,000 (two hundred million US dollars). I hope that this letter will encourage you to help in the construction of a new residence.

Hopefully after you read this letter, you can think carefully and can take action as soon as possible. That's all I can write, through this letter we are officially a partner in this latest project. Thank you

Sincerely,

Jamie Chastain

President of Borcelle

+123-456-7890

+123-456-7890



www.reallygreatsite.com

hello@reallygreatsite.com



123 Anywhere St., Any City, ST
12345





Offer: Computer Consultancy

Date: 14-Mar-2023

Mr. Swapnil Chaudhari

Gajanan Suryakant Phad

Sub: Letter of Offer

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

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

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SEINUMERO NIRMAN PVT. LTD.

CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
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CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2023

To,
GAWANDE KAUSTUBH DNYANESHWAR

Subject : Offer Letter

Dear Mr. KAUSTUBH

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25 May 2023** OR as early as possible. Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,
For Seinumero Nirman Pvt Ltd.


30-4-23
Shashikant Joshi
Manager - HR & Admin.





Offer: Computer Consultancy

Date: 14-Mar-2023

Mr. Swapnil Chaudhari

JADHAV MANDAR BABAJI

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



VALVES & CONTROLS

A **WOM** group company

To,

Jagtap Vaishnavi Uday

Mechanical Division

WOM, Velu, Pune

Subject: Joining as assistant engineer .

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Velu, Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 21th July 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

Mr. Satish K. Gadi



To,

JAMKHANDI AAZAM M.RAFIQUE

Mechanical Division

Cummins India Limited, Satara, 415523

Subject: Joining as assistant engineer.

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 25th May 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Ashwath Ram', with a decorative flourish at the end.

Ashwath Ram

Cummins India Limited) Plot No. B-2, SEZ Industrial Area, Village Survadi, Nandal, Taluka-Phaltan, Satara - 415 523, Maharashtra, India Tel: +91-2166-305514.



VALVES & CONTROLS

A **WOM** group company

To,

Jaybhaye Amol Dinkar

Mechanical Division

WOM, Velu, Pune

Subject: Joining as assistant engineer .

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Velu, Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 21th July 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

Mr. Satish K. Gadi



**ACCUSION
ENGINEERING
PVT. LTD.**

Offer cum Appointment Letter

Ref: OL/ 2023

Date: 22.03/2023

To,
Katalkar Avadhut Manohar
Mechanical Engineering Dept

Dear **Avadhut**

With reference to the recruitment process conducted on 11/09/ 2023, we are pleased to issue this offer cum Appointment Letter for the position of Trainee Engineer at Pune, India. The Terms & Conditions set forth hereinbelow.

1. Consolidated Salary Rs. 20,000/- per month.
2. You shall be on Probation for period of three months from the date of joining.
3. Hours of work: Eight working hours with six days a week.
4. Place: Pune.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter within two weeks.

Managing Director (Technology)

SEINUMERO NIRMAN PVT. LTD.



CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
District - Pune - 412205
Plant 2 : Gat No: 659/1, 659/2 & 660, Gogalwadi, Taluka - Haveli, District - Pune - 412205
CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2023

To,
Konde Omkar Dnyaneshwar

Subject : Offer Letter

Dear Mr. Omkar

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25 May 2023** OR as early as possible. Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,
For Seinumero Nirman Pvt Ltd.


30-4-23
Shashikant Joshi
Manager - HR & Admin.



To,

Koyade Pavan Vishwambhar

Rawat Brothers Pvt. Ltd.

S. No. 63/1+2A Pune-Satara Road, Pune : 411 009

Subject: Joining/Offer Letter

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Sales Engineers" at Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 25th July 2022 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,



Mr. Santosh Nagraj

'Shri Shankaranand' S. No. 63/1+2A Pune-Satara Road, Pune : 411 009
Mobile: +91 92256 00635



TeamLease®

Putting India to Work

Offer: Computer Consultancy

Date: 14-July-2023
Mr. Swapnil Chaudhari

Mahadik Sagar Vilas

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



SHIELD PRO

REAL ESTATE

20 July 2023

Malve Kajal Shankar

With this letter, I, as the head of the Borcelle Real Estate, would like to apply for funding for the construction of a new cluster housing. Based on the results of the meeting we held the other day, I am sending this letter as an official sign to you. I invite you to become a sponsor in our latest project. For the purposes of the required funds ranged from \$ 200,000,000 (two hundred million US dollars). I hope that this letter will encourage you to help in the construction of a new residence.

Hopefully after you read this letter, you can think carefully and can take action as soon as possible. That's all I can write, through this letter we are officially a partner in this latest project. Thank you

Sincerely,

Jamie Chastain

President of Borcelle

+123-456-7890

+123-456-7890



www.reallygreatsite.com

hello@reallygreatsite.com



123 Anywhere St., Any City, ST
12345





VALVES & CONTROLS

A WOM group company

To,

Mohite Suraj Chandrakant

Mechanical Division

WOM, Velu, Pune

Subject: Joining as assistant engineer .

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Velu, Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 21th July 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

Mr. Satish K. Gadi



To,

Nivalkar Bhavik Prakash

Mechanical Division

Cummins India Limited, Satara, 415523

Subject: Joining as assistant engineer.

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 25th May 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Ashwath Ram', with a decorative flourish at the end.

Ashwath Ram

Cummins India Limited) Plot No. B-2, SEZ Industrial Area, Village Survadi, Nandal, Taluka-Phaltan, Satara - 415 523, Maharashtra, India Tel: +91-2166-305514.



VALVES & CONTROLS

A WOM group company

To,

Pandit Omkar Ramesh

Mechanical Division

WOM, Velu, Pune

Subject: Joining as assistant engineer .

Sir,

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician QA for Our Velu, Pune Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by 21th July 2023 OR as early as possible. Please confirm your date of joining by Email.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

Mr. Satish K. Gadi



**ACCUSION
ENGINEERING
PVT. LTD.**

Offer cum Appointment Letter

Ref: OL/ 2023

Date: 22.03/2023

To,
Pavan Sunil Late
Mechanical Engineering Dept

Dear **Sunil**

With reference to the recruitment process conducted on 11/01/023 are pleased to issue this offer cum Appointment Letter for the position of Trainee Engineer at Pune, India. The Terms & Conditions set forth hereinbelow.

1. Consolidated Salary Rs. 20,000/- per month.
2. You shall be on Probation for period of three months from the date of joining.
3. Hours of work: Eight working hours with six days a week.
4. Place: Pune.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter within two weeks.

Managing Director (Technology)

SEINUMERO NIRMAN PVT. LTD.



CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
District - Pune - 412205
Plant 2 : Gat No: 659/1, 659/2 & 660, Gogalwadi, Taluka - Haveli, District - Pune - 412205
CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2023

To,

PAWAR VIVEK SANJAY

Subject : Offer Letter

Dear Mr. VIVEK

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

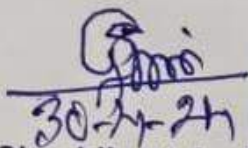
1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25 May 2023** OR as early as possible. Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,

For Seinumero Nirman Pvt Ltd.


30-4-23

Shashikant Joshi
Manager - HR & Admin.



Date: 14/12/2022

To
Datal Abhishek
Kolhapur.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.
2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

4 Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminate this contract by giving a notice of One Month or payment of One month basic salary in lieu thereof.

5. Termination/ cessation of Service

Your services are liable to be terminated without any notice or salary in lieu thereof in case of continued ill health.

The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.



Date: 14/12/2022

To

Athawale Akash Pramod

Sangli.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.

A circular stamp with the text "SILVERLINE ENTERPRISES" around the top edge and "(Pune)" at the bottom. A handwritten signature in black ink is written over the stamp.

Date: 14/12/2022

To

Bagal Akshay

Baramati, Pune.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

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Date: 14/12/2022

To

Sanket Shubhash Bobade

Navi Mumbai.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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Date: 14/12/2022

To

Ashish Itape

Baramati, Pune.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.



Date: 14/12/2022

To

Vaishnavi Ligade

Karvenagar Pune.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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Date: 14/12/2022

To

Rutuja Sanjay Lokhande

Nasrapur, Bhore, Pune.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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Date: 14/12/2022

To
Chandrashekhar Mali
Baramati, Pune.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.

A circular stamp with the text "SILVERLINE ENTERPRISES" around the top and "(Mumbai)" at the bottom. A handwritten signature is written across the stamp.

Date: 14/12/2022

To
Bagal Akshay
Kolhapur.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.
2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.



Date: 14/12/2022

To

Amar Ganesh Pimple

Kolhapur.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

4 Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminate this contract by giving a notice of One Month or payment of One month basic salary in lieu thereof.

5. Termination/ cessation of Service

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.



Date: 14/12/2022

To

Devendra Jayant Shetty

Kolhapur.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

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The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.



Date: 14/12/2022

To

Pravin Bajrang Shinde

Kolhapur.

SUB: APPOINTMENT FOR THE POST OF SITE ENGINEER

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. 24 December 2022 on the following terms & conditions:

1. Designation: You will be designate as Site Engineer.

2. Remuneration: Basic Salary Rs. 17,000/Month

Annual Remuneration: Rs. 2,04,000

3. Probation

You will be on probation for a period of Three month from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

4 Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminate this contract by giving a notice of One Month or payment of One month basic salary in lieu thereof.

5. Termination/ cessation of Service

Your services are liable to be terminated without any notice or salary in lieu thereof in case of continued ill health.

The cessation of service can be by either side giving one month notice in writing to the other or in lieu of notice by payment of One month salary plus earned leave pay by the Company or by payment of one month salary as damages by the Employee.





Office Address: 1st Floor Amrapali Apartment, Right Bhusari Colony, Kothrud, Pune – 411038
CIN: U7499PN2020PTC195689

LETTER OF APPOINTMENT

Date: 23-07-2023

Dear, Navgire Dhiraj

Appointment as: **GIS Analyst (Trainee)**

We refer to your recent interview for the above position and pleased to advise that we are offering you the position with our company effective from **24-07-2023** under the following terms and conditions.

1. DUTIES & RESPONSIBILITY

Reporting to **AM Data Lab Pvt. Ltd.**, you will be responsible for the **duties discussed** with you. These duties may be reviewed and modified time to time, based on organizations requirement.

2. PROBATIONARY PERIOD

You shall initially be under PROBATION for a period of 3 Months from the date of appointment and after the period of probation period, your service shall be conformed if the management may deem fit, depending upon your performance.

3. SALARY

Your salary will commence at **13000/- INR** per month. After the confirmation management will decide the appraisal.

4. WORKING HOURS

Monday- Saturday: 09:30- 18:30 hours.

5. LEAVE OF ABSENCE

Absence without prior permission will result in no pay and termination. After the probation period, you shall be eligible for all the benefits such as Paid Leaves, and other statutory benefits as per Company rules.

We look forward for a cordial and healthy relationship in the days to come and reach higher scale in your career. Please sign the duplicate of this letter as a token of your acceptance to the same.

Wishes,

For AM Data Lab Pvt Ltd

Authorized Signatory



Office Address: 1st Floor Amrapali Apartment, Right Bhnsari Colony, Kothrud, Pune – 411038
CIN: U7499PN2020PTC195689

LETTER OF APPOINTMENT

Date: 23-07-2023

Dear, Sayali Shinde

Appointment as: **GIS Analyst (Trainee)**

We refer to your recent interview for the above position and pleased to advise that we are offering you the position with our company effective from **24-07-2023** under the following terms and conditions.

1. DUTIES & RESPONSIBILITY

Reporting to **AM Data Lab Pvt. Ltd.**, you will be responsible for the **duties discussed** with you. These duties may be reviewed and modified time to time, based on organizations requirement.

2. PROBATIONARY PERIOD

You shall initially be under PROBATION for a period of 3 Months from the date of appointment and after the period of probation period, your service shall be conformed if the management may deem fit, depending upon your performance.

3. SALARY

Your salary will commence at **13000/- INR** per month. After the confirmation management will decide the appraisal.

4. WORKING HOURS

Monday- Saturday: 09:30- 18:30 hours.

5. LEAVE OF ABSENCE

Absence without prior permission will result in no pay and termination. After the probation period, you shall be eligible for all the benefits such as Paid Leaves, and other statutory benefits as per Company rules.

We look forward for a cordial and healthy relationship in the days to come and reach higher scale in your career. Please sign the duplicate of this letter as a token of your acceptance to the same.

Wishes,

For AM Data Lab Pvt Ltd

Authorized Signatory



Office Address: 1st Floor Amrapali Apartment, Right Bhnsari Colony, Kothrud, Pune – 411038
CIN: U7499PN2020PTC195689

LETTER OF APPOINTMENT

Date: 23-07-2023

Dear, **Shinde Yogesh**

Appointment as: **GIS Analyst (Trainee)**

We refer to your recent interview for the above position and pleased to advise that we are offering you the position with our company effective from **24-07-2023** under the following terms and conditions.

1. DUTIES & RESPONSIBILITY

Reporting to **AM Data Lab Pvt. Ltd.**, you will be responsible for the **duties discussed** with you. These duties may be reviewed and modified time to time, based on organizations requirement.

2. PROBATIONARY PERIOD

You shall initially be under PROBATION for a period of 3 Months from the date of appointment and after the period of probation period, your service shall be conformed if the management may deem fit, depending upon your performance.

3. SALARY

Your salary will commence at **13000/- INR** per month. After the confirmation management will decide the appraisal.

4. WORKING HOURS

Monday- Saturday: 09:30- 18:30 hours.

5. LEAVE OF ABSENCE

Absence without prior permission will result in no pay and termination. After the probation period, you shall be eligible for all the benefits such as Paid Leaves, and other statutory benefits as per Company rules.

We look forward for a cordial and healthy relationship in the days to come and reach higher scale in your career. Please sign the duplicate of this letter as a token of your acceptance to the same.

Wishes,

For AM Data Lab Pvt Ltd

Authorized Signatory

**JAGDAMBA
CONSTRUCTION
CIVIL ENGINEER & CONTRACTOR**
AT POST CHAUDHARWADI TAL-PHALTAN DIST-SATARA PIN-415523
LICEN NO.172/2021-22 MOB NO. 9762957622/9657262342
EMAIL-jagdambaconstruction97@gmail.com

Date: 07/08/2023

To

Hrushikesh Pokale

Narhe, Pune.

Sub: Letter of Offer

Thank you for exploring career opportunities with Jagdamba Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee.

Your gross salary including all benefits will be 2, 40,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization within 15 Days of issue of this letter. Please get your original documents on the day of joining.

Your current location will be throughout Pune & Satara. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,



Head & HR
Jagdamba Construction.

Date: 07/08/2023

To

Pujari BAsavraj Shilappa

Dhayari, Pune.

Sub: Letter of Offer

Thank you for exploring career opportunities with Jagdamba Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee.

Your gross salary including all benefits will be 2, 40,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization within 15 Days of issue of this letter. Please get your original documents on the day of joining.

Your current location will be throughout Pune & Satara. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,



Head & HR
Jagdamba Construction.



Date: 21-Sep-23

Name: **Shrinivas Narsing Kamble**

Address: At Post Ravankola Taluka Mukhed Dist. Nanded

Sub: Appointment Letter

Dear **Shrinivas Narsing Kamble**

Congratulations. On behalf of Eligarf family, we are pleased to offer you position of Subject Matter Expert commencing 01-Oct-23 You will be reporting to Sachin Kashid

Your annual CTC will be Rs. 488208/- (INR Rupees Four Lakh EightyEight Thousand Two Hundred Eight Only), details of which are mentioned in Annexure 1.

As discussed and confirmed commencement date is 1st October, 2023

Please find enclosed your contract of employment which sets out the terms and conditions of your employment. Please review the document and electronically sign the same within the next 3 days of this appointment letter.

Please note that this offer / appointment is contingent upon your passing our mandatory background checks and receipt of documents requested in Annexure 2 and these should be supplied prior to commencing employment.

On your first day with Eligarf please bring the documents as mentioned in Annexure 2, if you have not already submitted them before joining. In the meantime, should you have any further questions please contact HR team or write to hr@eligarf.tech

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

Best Regards,

Amit Turukmane

Amit Turukmane

Acceptance Confirmation:

I accept the offer and confirm commencement date of 1st October 2023

Shrinivas Kamble

Name & Date

Shrinivas Kamble

Sep 21 2023

Date: 21/08/2023

To

Darshan Dawbhat

Ahemadnagar.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR

Date: 21/08/2023

To

Dhok Ganesh

Solapur.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR

Date: 21/08/2023

To

Pratik Gaikwad

Kolhapur.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR

Date: 21/08/2023

To

Inamdar Ashiya

Sangli.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR

Date: 21/08/2023

To

More Aman

Sinhgad Road, Pune.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR

Date: 21/08/2023

To

Akash Patil

Warje, Pune.

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 27 August 2023. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,
Swaraj Construction.



Swapnil Khatpe

Head & HR



Office Address: 1st Floor Amrapali Apartment, Right Bhusari Colony, Kothrud, Pune – 411038
CIN: U7499PN2020PTC195689

LETTER OF APPOINTMENT

Date: 23-07-2023

Dear, **Neha Maral.**

Appointment as: **GIS Analyst (Trainee)**

We refer to your recent interview for the above position and pleased to advise that we are offering you the position with our company effective from **24-07-2023** under the following terms and conditions.

1. DUTIES & RESPONSIBILITY

Reporting to **AM Data Lab Pvt. Ltd.**, you will be responsible for the **duties discussed** with you. These duties may be reviewed and modified time to time, based on organizations requirement.

2. PROBATIONARY PERIOD

You shall initially be under PROBATION for a period of 3 Months from the date of appointment and after the period of probation period, your service shall be conformed if the management may deem fit, depending upon your performance.

3. SALARY

Your salary will commence at **13000/- INR** per month. After the confirmation management will decide the appraisal.

4. WORKING HOURS

Monday- Saturday: 09:30- 18:30 hours.

5. LEAVE OF ABSENCE

Absence without prior permission will result in no pay and termination. After the probation period, you shall be eligible for all the benefits such as Paid Leaves, and other statutory benefits as per Company rules.

We look forward for a cordial and healthy relationship in the days to come and reach higher scale in your career. Please sign the duplicate of this letter as a token of your acceptance to the same.

Wishes,

For AM Data Lab Pvt Ltd

Authorized Signatory

Date: 06/05/2023

Sub: Offer Letter

Dear Richa Kumari,

We are pleased to offer you the post of Management Trainee.

The compensation structure is enclosed for your reference as Annexure.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for one year.

This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,



Ira Joshi

Associate Director - HR

NoBroker Technologies Solutions Pvt. Ltd.



Annexure

Components*	Monthly (INR)	Annual (INR)
Basic	31667	380000
HRA	12667	152000
Conveyance	800	9600
LTA	2639	31667
PF (Employer Contribution)	3600	43200
Bonus (Annual)	1000	12000
Total	52373	628467
CTC		

* - The components can vary depending on the company and the way it would want to structure the salary.





Offer Letter

Date : February 26, 2023
Dear **Gaurav Yadav**,

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

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

Your date of joining at BYJU'S is March 4, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to March 4, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales
Employment Type	TLPL - Regular
Work Location	Summer Court, 1st and 3rd Floor Magarpatta City, next to Seasons Mall, Pune - 411028

Fixed Compensation: ₹ 320,000.00 per annum

Variable Compensation: Up to ₹ 300,000.00

Total Annual Cost to Company: ₹ 620,000.00

Joining Bonus: In addition to the fixed compensation, you are entitled to receive a joining bonus of INR 0.00. If your joining date is on or before the 24th of the month, the bonus will be released with your first month's salary. However, for those joining after the 24th, the bonus will be disbursed in the subsequent month's salary. To qualify for the bonus payout, it is important that you maintain an active employment status without serving notice, being inactive, resigned, terminated, or on garden leave during the payroll day, which occurs on the 1st of the month.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

You are requested to join the services of the Company not later than March 4, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal.

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

Best Regards,

Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

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

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of payout. More details will be mentioned on the appointment letter which shall be shared upon joining.

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

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

- Leaves
- Employee Medical Insurance/ESIC (As applicable)
- Employee Personal Accidental Insurance
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Gratuity, as per government rules

5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

6. Probation – On joining the Company you shall be on probation for 90 days. During this period, your employment may be terminated by giving you a notice of 1 days. You are also at liberty to resign from the services of the Company by giving 1 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of joining, you will not be entitled to receive an experience letter from the company.

7. Separation and Notice Period- Subsequent to completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, wilful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

8. The detailed breakup of CTC will be shared in your appointment letter.

9. Anti-disparagement: During the term of engagement/ employment and at all times thereafter,

(i) The Employee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in

any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;

(ii) The Employee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Employee, would constitute a violation of this clause; and

(iii) The Employee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

[04/04/2023]

Offer Letter

Dear Vitthal,

Congratulations! We are pleased to confirm that you have been selected to work for The Supreme Industries Ltd. We are delighted to make you the following job offer.

The position we are offering you is that of HR Executive at a monthly salary of 20000 per month with an annual cost to company Rs. 240000. Your working hours will be from [9AM to 6PM], [Monday] to [Saturday].

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 10/04/2023 at 9 AM. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Supreme Industries Ltd and look forward to working with you.

Yours truly,

For THE SUPREME INDUSTRIES LTD



Authorized Signatory.



The Supreme Industries Limited

AT & Post : Kanhe, Taluka : Maval,
Dist. Pune - 412 106.
Maharashtra, INDIA.

(02114) 255288,307300

(02114) 255380

info@supreme.co.in

www.supreme.co.in

CIN : L35920MH1942PLC003554





Offer Letter

Date : February 26, 2023

Dear **Prathmesh Wagh**,

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

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

Your date of joining at BYJU'S is March 4, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to March 4, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales
Employment Type	TLPL - Regular
Work Location	Summer Court, 1st and 3rd Floor Magarpatta City, next to Seasons Mall, Pune - 411028

Fixed Compensation: ₹ 320,000.00 per annum

Variable Compensation: Up to ₹ 300,000.00

Total Annual Cost to Company: ₹ 620,000.00

Joining Bonus: In addition to the fixed compensation, you are entitled to receive a joining bonus of INR 0.00. If your joining date is on or before the 24th of the month, the bonus will be released with your first month's salary. However, for those joining after the 24th, the bonus will be disbursed in the subsequent month's salary. To qualify for the bonus payout, it is important that you maintain an active employment status without serving notice, being inactive, resigned, terminated, or on garden leave during the payroll day, which occurs on the 1st of the month.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

You are requested to join the services of the Company not later than March 4, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal.

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

Best Regards,

Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

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

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of payout. More details will be mentioned on the appointment letter which shall be shared upon joining.

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

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

- Leaves
- Employee Medical Insurance/ESIC (As applicable)
- Employee Personal Accidental Insurance
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Gratuity, as per government rules

5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

6. Probation – On joining the Company you shall be on probation for 90 days. During this period, your employment may be terminated by giving you a notice of 1 days. You are also at liberty to resign from the services of the Company by giving 1 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of joining, you will not be entitled to receive an experience letter from the company.

7. Separation and Notice Period- Subsequent to completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, wilful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

8. The detailed breakup of CTC will be shared in your appointment letter.

9. Anti-disparagement: During the term of engagement/ employment and at all times thereafter,

(i) The Employee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in

any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;

(ii) The Employee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Employee, would constitute a violation of this clause; and

(iii) The Employee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

Date: 06/05/2023

Sub: Offer Letter

Dear Ajinkya,

We are pleased to offer you the post of Management Trainee.

The compensation structure is enclosed for your reference as Annexure.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for one year.

This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,



Ira Joshi

Associate Director - HR

NoBroker Technologies Solutions Pvt. Ltd.



Annexure

Components*	Monthly (INR)	Annual (INR)
Basic	31667	380000
HRA	12667	152000
Conveyance	800	9600
LTA	2639	31667
PF (Employer Contribution)	3600	43200
Bonus (Annual)	1000	12000
Total	52373	628467
CTC		

* - The components can vary depending on the company and the way it would want to structure the salary.





Offer Letter

Date : February 26, 2023
Dear **Vivek Metkar**,

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

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

Your date of joining at BYJU'S is March 4, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to March 4, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales
Employment Type	TLPL - Regular
Work Location	Summer Court, 1st and 3rd Floor Magarpatta City, next to Seasons Mall, Pune - 411028

Fixed Compensation: ₹ 320,000.00 per annum

Variable Compensation: Up to ₹ 300,000.00

Total Annual Cost to Company: ₹ 620,000.00

Joining Bonus: In addition to the fixed compensation, you are entitled to receive a joining bonus of INR 0.00. If your joining date is on or before the 24th of the month, the bonus will be released with your first month's salary. However, for those joining after the 24th, the bonus will be disbursed in the subsequent month's salary. To qualify for the bonus payout, it is important that you maintain an active employment status without serving notice, being inactive, resigned, terminated, or on garden leave during the payroll day, which occurs on the 1st of the month.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

You are requested to join the services of the Company not later than March 4, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal.

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

Best Regards,

Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

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

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of payout. More details will be mentioned on the appointment letter which shall be shared upon joining.

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

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

- Leaves
- Employee Medical Insurance/ESIC (As applicable)
- Employee Personal Accidental Insurance
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Gratuity, as per government rules

5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

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- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, wilful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

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(i) The Employee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in

any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;

(ii) The Employee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Employee, would constitute a violation of this clause; and

(iii) The Employee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

[04/04/2023]

Offer Letter

Dear Yogita,

Congratulations! We are pleased to confirm that you have been selected to work for The Supreme Industries Ltd. We are delighted to make you the following job offer.

The position we are offering you is that of HR Executive at a monthly salary of 20000 per month with an annual cost to company Rs. 240000. Your working hours will be from [9AM to 6PM], [Monday] to [Saturday].

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 10/04/2023 at 9 AM. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Supreme Industries Ltd and look forward to working with you.

Yours truly,

For THE SUPREME INDUSTRIES LTD



Authorized Signatory.



The Supreme Industries Limited

AT & Post : Kanhe, Taluka : Maval,
Dist. Pune - 412 106.
Maharashtra, INDIA.

(02114) 255288,307300

(02114) 255380

info@supreme.co.in

www.supreme.co.in

CIN : L35920MH1942PLC003554

