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H. J. Thim Trust's

Theem College of Engineering

Approved by AICTE (New Delhi), Government of Maharashtra & DTE

Affiliated to University of Mumbai & MSBTE

"ANAC Accredited Institute"

Village Betegaon, Boisar Chilhar Road, Boisar (East), Tal. & Dist. Palghar - 401 501.

Tel.: 7769916109 ● Telefax : (02525) 284 927 ● Email : info@theemcoe.org ● Website : www.theemcoe.org

Ref. No. TCOE/EST/2023-24/325

DT: → 16/03/2024

5.2 STUDENT PROGRESSION

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

Subject: Percentage of placement of outgoing students and students progressing to higher education during the last five years.

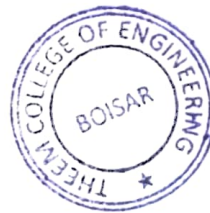
With reference to above subject the details of students placed and higher education during the last five years are given in the enclosures.

Enclosures:

1. Link for List of students placed.
2. List of students placed.


Dr. S. Riyazoddin
Principal

PRINCIPAL
THEEM COLLEGE OF ENGINEERING
Boisar (East) Tal. & Dist. Palghar-401 501.





H. J. THIM TRUST'S THEEM COLLEGE OF ENGINEERING

Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009
NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.
Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

5.2 Student progression

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

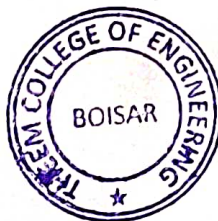
Percentage = **44.83%**

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years.

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Number	149	115	59	315	316

5.2.1.2 Number of outgoing students year wise during the last five years.

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Number	282	464	517	419	446



[Signature]
Dr. S. Riyazoddin

Principal
PRINCIPAL

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Boisar (East), Tal. & Dist. Palghar-401 501

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

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-23	Hardik Anil Thakur	Auto Mobile Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Chaitanya Tambvekar	Civil Engineering	2022	Core Energy Pvt. Ltd.	25K PER MONTH
2022-23	Mohd Asif	Civil Engineering	2022	Skaf Construction Pvt Ltd	1.8LPA
2022-23	Saniya Siddique	Civil Engineering	2022	PWD Civil Engineer	1.2LPA
2022-23	Kaushik D Naik	Civil Engineering	2022	TOYO Egg Pvt Ltd	1.8LPA
2022-23	Mukesh Dinesh Sawant	Auto Mobile Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Harsh Vilas Bhoir	Auto Mobile Engineering	2022	JMV Impex	2.16 LPA
2022-23	Shubham Pratap Mulik	Auto Mobile Engineering	2022	Workex	2.98 LPA
2022-23	Abdul Rehman Mohammed Hanif Saved	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Gauri Narhari Goregaonkar	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Himanshu Jagdish Khandelwal	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Mohd Aarif	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shaikh Faiz Mohammad	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shaikh Mohammed Rehan A Aziz	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shubham	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Mohammad Jeeban	Civil Engineering	2022	Mass Engineering	1.8LPA
2022-23	Shaikh Ahmed Mohammed	Civil Engineering	2022	Star construction	3.0 LPA
2022-23	Shubham Krishnanand Dubey	Civil Engineering	2022	Dormak Interio Pvt. Ltd.	27000 PER MONTH
2022-23	Sunasara Owais Mohammed Ali	Civil Engineering	2022	A W CONSTN	1.8LPA
2022-23	Yadav Chandan Sushilkumar	Civil Engineering	2022	Badshah baba realtors & developer llp	1.44LPA
2022-23	Anand Pawan Gupta	Computer Engineering	2022	Stetig consulting pvt ltd	4 LPA
2022-23	Chandan Ravindra Das	Computer Engineering	2022	EXCELR Solutions	2.8 LPA
2022-23	Dhwani Mahesh Sankhe	Computer Engineering	2022	EXCELR Solutions	2.8 LPA
2022-23	Nawaz Ayub Kapadia	Computer Engineering	2022	EXCELR Solutions	2.8 LPA
2022-23	Rufi Fakki	Computer Engineering	2022	EXCELR Solutions	2.8 LPA
2022-23	Shaikh Mohd Noman Mohd Kamran	Computer Engineering	2022	NEO Soft Tech	3.6 LPA
2022-23	Surya Gounder	Computer Engineering	2022	EXCELR Solutions	2.8 LPA
2022-23	Tousif Ashraf Mohammed Hanif Ansari	Computer Engineering	2022	Qspiders - Vasai Virar	3.0 LPA
2022-23	Vishwakarma Abhay Laltaprasad	Computer Engineering	2022	NEO Soft Tech	3.6 LPA
2022-23	Gaikwad Prajyoti Pratapsinh	Computer Engineering	2022	Aarti Drugs LTD	3.0 LPA
2022-23	Gawai Akash Dilip	Computer Engineering	2022	InfraSoft Tech	2.5 LPA
2022-23	Jadhav Komal Vasudev	Computer Engineering	2022	TCS	3.0 LPA
2022-23	Joshi Jashpal Kirti	Computer Engineering	2022	BNP Rambas	3.0 LPA
2022-23	Katkar Prathamesh Shashikant	Computer Engineering	2022	Velocity Consultancy	2.5 LPA
2022-23	Khachane Vaibhavi Yuvraj	Computer Engineering	2022	Emtec Inc	3.6 LPA
2022-23	Khan Mosir Moiz	Computer Engineering	2022	QualityKiosk Pvt Ltd	3.6 LPA
2022-23	Nair Abhishek Ajith	Computer Engineering	2022	TCS	3.0 LPA



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2022-23	Narkar Ved Kiran	Computer Engineering	2022	snawork	2.5 LPA
2022-23	Pandey Hariom Humanath	Computer Engineering	2022	Hitachi Vantara	3.0 LPA
2022-23	Patil Pradnya Sanjay	Computer Engineering	2022	TCS	3.0 LPA
2022-23	Rai Siddharth Brijesh	Computer Engineering	2022	TCS	3.0 LPA
2022-23	Rai Vivek Prasad Chandraprakash	Computer Engineering	2022	NIMAP Infotech	2.8 LPA
2022-23	Raut Payal Mangesh	Computer Engineering	2022	ControlCase	2.5 LPA
2022-23	Roshan Danish Bilal	Computer Engineering	2022	HP	3.6 LPA
2022-23	Roshan Saad Mehmood	Computer Engineering	2022	TradeBullSecurities Pvt Ltd	2.5 LPA
2022-23	Sawant Shubham Sunil	Computer Engineering	2022	SL Consulting	2.6 LPA
2022-23	Shaikh Ayesha Abdullah	Computer Engineering	2022	Servo	2.5 LPA
2022-23	Shaikh Mohamedamin Hakeekahmed	Computer Engineering	2022	JIO	2.5 LPA
2022-23	Shaikh Mohammed Salif Mohd Sajid	Computer Engineering	2022	Mumbai Police	3.0 LPA
2022-23	Shaikh Sabihanaz Fazle Alam	Computer Engineering	2022	Cappgemini	3.6 LPA
2022-23	Singh Harshraj Nagesh	Computer Engineering	2022	HP	3.6 LPA
2022-23	Upadhyay Atulkumar Kripashankar	Computer Engineering	2022	Wipro	3.6 LPA
2022-23	Yadav Devesh Vinod	Computer Engineering	2022	TCS	3.0 LPA
2022-23	Akshay	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Arekar Pooja Kiran	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Dhokane Shantanu Ramesh	Electrical Engg	2022	A1 Fench	2.16 LPA
2022-23	Mahesh Murlidhar Sawant	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Niraj Nandkumar Dalvi	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Nishchal Bhalchandra Dawane	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Prajyoth	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Sagar Janathe	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Saurabh Ramakant Sankhe	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shrikant Nitin Angre	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Dave Pratyush Manish	Electrical Engg	2022	MNM Solar Power System	2.5 LPA
2022-23	Kolekar Ganesh Sanjay	Electrical Engg	2022	The Oberoi Hotel	3.3 LPA
2022-23	Shaikh Arif Saeed	Electrical Engg	2022	Apar Cable solutions	2.0 LPA
2022-23	Sharma Suryaprakash Shivshankar	Electrical Engg	2022	Nevatia steel & Alloys Pvt.ltd	3.5LPA
2022-23	Shinde Saurabh Adhik	Electrical Engg	2022	Mumbai International Airport	3.78 LPA
2022-23	Singh Saurabh Rajesh	Electrical Engg	2022	MNM Solar Power System	2.5 LPA
2022-23	Shubh Jayesh Khandhar	Information Technology Engg	2022	Technological University of the Shannon: Midlands Midwest (TUS)	1.8 Lac
2022-23	Abdul Matin Kadri	Information Technology Engg	2022	Neosoft Technologies Pvt. Ltd.	3.6 LPA
2022-23	Avinash Singh	Information Technology Engg	2022	EXCELR Solutions	3.4 LPA
2022-23	Khan Rizwan Islam Khan	Information Technology Engg	2022	EXCELR Solutions	3.4 LPA
2022-23	Ubaidullah Ansari	Information Technology Engg	2022	EXCELR Solutions	3.4 LPA
2022-23	Ankit Tripathi	Information Technology Engg	2022	Grups Automation	1.4 LPA
2022-23	Avinash Shivmurat Singh	Information Technology Engg	2022	TSS Consultancy Pvt Ltd	3.0 LPA
2022-23	Hardik Panchal	Information Technology Engg	2022	Spine Technologies India Pvt Ltd.	1.67 LPA
2022-23	Kinal Patel	Information Technology Engg	2022	Wipro	3.6 LPA
2022-23	Manisha Choudhary	Information Technology Engg	2022	Tudip Technology	3.0 LPA



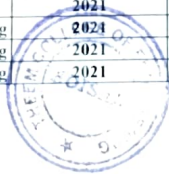
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2022-23	Mohd Sahil Bhait	Information Technology Engg	2022	Emtec Technologies Ltd	3.0 LPA
2022-23	Namira Nisar Ahmed Shaikh	Information Technology Engg	2022	Cancer Patient Aid Association	3.6 LPA
2022-23	Nancy Dubey	Information Technology Engg	2022	Atishri	3.0 LPA
2022-23	Nimesh More	Information Technology Engg	2022	KlickIT	2.5 LPA
2022-23	Novel Sanjay Ifar	Information Technology Engg	2022	Paynext Private Ltd	3.0 LPA
2022-23	Omkar Ghatge	Information Technology Engg	2022	Accenture	3.6 LPA
2022-23	Pankaj Sharma	Information Technology Engg	2022	Intellect Software Solutions	3.0 LPA
2022-23	Paras Kushwaha	Information Technology Engg	2022	Capgemini	3.0 LPA
2022-23	Patel Vivek Ketankumar	Information Technology Engg	2022	Quinnox Consultancy Services	3.6 LPA
2022-23	Prachit Bipin Raut	Information Technology Engg	2022	Clover Infotech	3.6 LPA
2022-23	Pritesh Patel	Information Technology Engg	2022	Zeel Info	3.0 LPA
2022-23	Rizwan Rahim Sayed	Information Technology Engg	2022	Sequaretek	2.5 LPA
2022-23	Sabista Shaikh	Information Technology Engg	2022	Theem College of Engineering Boisar	3.6 LPA
2022-23	Sakshi Sankhe	Information Technology Engg	2022	Infosys	3.0 LPA
2022-23	Swati Singh	Information Technology Engg	2022	HIGH-BAR Techno Crat Pvt Ltd	1.80 LPA
2022-23	Aadil Shaikh	Mechanical Engineering	2022	Deepesh Engg.,Malad	CTC 3 LPA
2022-23	Abhishek Ramchandra Vishwakarma	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Akash Baban Sonikar	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Altamash Jamil Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Aman Malvi	Mechanical Engineering	2022	Sunrack Enterprises	1.80 LPA
2022-23	Aniket More	Mechanical Engineering	2022	Excel Rsolutions	CTC 3.4 LPA
2022-23	Ankit Ashish Jaiswal	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Ansar Mohammed Saad Moin Ahmed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 2.4 LPA
2022-23	Ansar Saad	Mechanical Engineering	2022	AI-Fench	CTC 2.4 LPA
2022-23	Arman Memon	Mechanical Engineering	2022	AI-Fench	CTC 3 LPA
2022-23	Arsalan Aftab Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	1.80 LPA
2022-23	Arsalan Shaikh	Mechanical Engineering	2022	Roop ultrasonic ,Andheri	CTC 3 LPA
2022-23	Chauhan Pritam Dinesh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Daivik Sheth	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	2.4 LPA
2022-23	Faisal Shah	Mechanical Engineering	2022	Evans Engineering PVT.LTD.Boisar	CTC 3 LPA
2022-23	Jayesh Shivaji Sawant	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Jiten Nagendra Das	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Khan Ajaz Ramzan	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kiran Prakash Gurav	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kohini Mahesh Saini	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Krutik Mahesh Naik	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kunal Ganesh Kudu	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kunal Raut	Mechanical Engineering	2022	Aarti drugs pvt.ltd., Boisar	1.80 LPA
2022-23	Mohammad Ismail Ridwan Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Mohammad Sahil Faiz Ahmad	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Mohammed Firoz Mohammed Saleem Khat	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Momin Tanveer Anjum Abdul Rasheed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Onkar Kailas Pagdhare	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA



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2022-23	Parikshit Premchand Bhardwaj	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Prashant Sanjay Patil	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Rhutik Kishor Patil	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Rushaid Ahmed Chaudhary	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Sainath Kishan Kadam	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shahfaisal Mobin Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shaikh Ismail	Mechanical Engineering	2022	Aarti drugs pvt.ltd., Boisar	1.80 LPA
2022-23	Shaikh Ruman Mustaqim	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shaikh Saecm Shaikh Naecm	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shrikant Tarinicharan Patro	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Siddiqui Faiz Muhammed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Swaroop Anil Kandalkar	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Tousik Rafik Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Usmangani Ismail Patel	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Venkatesh Kondaparthi	Mechanical Engineering	2022	AI-Fench	CTC 2.4 LPA
2022-23	Vighnesh Ramesh Kor	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Yashesh Jitendra Patel	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Abhishek Viswakarma	Mechanical Engineering	2022	HVAC Engineers,Kandivali east	2.4 LPA
2022-23	Arsalan Aftab Shaikh,	Mechanical Engineering	2022	Marine Electricals (India) Ltd, Goa	2.4 LPA
2022-23	Balaji T	Mechanical Engineering	2022	BTPL Textiles pvt ltd	4.7 LPA
2022-23	Ibadullah Khan	Mechanical Engineering	2022	Shreenath Vehicals KIA ,Malad	2.4.LPA
2022-23	Jeel Patel	Mechanical Engineering	2022	Forever Living India Pvt.Ltd.	3 LPA
2022-23	More Aniket	Mechanical Engineering	2022	Suresh Engineering Work's ,Palghar	1.4 LPA
2021-22	Ritik Mishra	Civil Engineering	2021	Shreeraj Developer Lp	19018 PER MONTH
2021-22	Ansari Sameer Faruq	Civil Engineering	2021	Arihant Developers	1.8LPA
2021-22	Bari Harsh Bharat	Civil Engineering	2021	Shubh Ashish Developers	1.8LA
2021-22	Chaudhary Saquib Mohd Athar	Civil Engineering	2021	Chandak Group	1.8LPA
2021-22	Raza Bhati	Civil Engineering	2021	Singularity Furniture Pvt Ltd	585600 KPA
2021-22	Mr Vinay Ramayan Chaurasia	Civil Engineering	2021	RDC	1.8LPA
2021-22	Chawhan Siddharth Ramakant	Civil Engineering	2021	AVP PMC	1.8LPA
2021-22	Ansari Faisal Ahmed Atiqur	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Ansari Noman Shamsuddin	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Arekar Jayesh Kishor	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Bhavsar Sumedh Sanjay	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Chavan Aniket Anil	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Chavda Bhavik Laxman	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Dubey Gautam Akhilesh	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Gaikwad Saurav Naresh	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Nilesh Vijay	Mechanical Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Pradeep Kumar	Mechanical Engineering	2021	TCS	3.4 LPA
2021-22	Praduman Gupta	Information Technology Engg	2021	Capgemini	4 LPA
2021-22	Rajkumar Yadav	Information Technology Engg	2021	test Yantra software Sol PVT LTD	2.4 LPA
2021-22	Rishana Shiren	Information Technology Engg	2021	Jacos Solutions PVT	2.5LPA



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2021-22	Rithik Mishra	Information Technology Engg	2021	Shri Raj Developers	19k per month
2021-22	Raut Prachit Bipin	Information Technology Engg	2021	Wipro	2.25LPA
2021-22	Sankhe Hrishikesh Sushilkumar	Information Technology Engg	2021	Wipro	2.25LPA
2021-22	Sayyed Hashim Amir Ahmed	Information Technology Engg	2021	Wipro	2.25LPA
2021-22	Shah Mohd Jasir Javed	Information Technology Engg	2021	Wipro	2.25LPA
2021-22	Saad Roushan	Information Technology Engg	2021	Wipro	2.25LPA
2021-22	Sakhi Manoj Singh	Information Technology Engg	2021	Servosys Solution	2.4LPA
2021-22	Pawar Diksha Dilip	Information Technology Engg	2021	TCS	3.6 LPA
2021-22	Rathod Aakansha Pratap	Information Technology Engg	2021	TCS	3.6 LPA
2021-22	Sania Sheik	Information Technology Engg	2021	TCS	3.6 LPA
2021-22	Shubham Savant	Computer Engineering	2021	ACTY System	3.65 LPA
2021-22	Suraj Patil	Computer Engineering	2021	Eagle Bug Scan	15 per month
2021-22	Osama Sheik	Computer Engineering	2021	Hexaware	4LPA
2021-22	Vaibhavi	Computer Engineering	2021	Emtec	4.5LPA
2021-22	Vinayak	Computer Engineering	2021	ACTY System	3.65 lpa
2021-22	Vivek Patel	Computer Engineering	2021	Qinnox	3.74
2021-22	Asia Kazi	Computer Engineering	2021	Libra Valuers	1.4 LPA
2021-22	Abhishek Nayar	Computer Engineering	2021	TCS	7LPA
2021-22	Mhatre Niraj Avikant	Computer Engineering	2021	TCS	7LPA
2021-22	Mishra Ruchi Raghvendra	Computer Engineering	2021	TCS	7LPA
2021-22	Pandey Hariom Humanath	Computer Engineering	2021	TCS	7LPA
2021-22	Amit Yadav	Computer Engineering	2021	IDFC BANK	7.5 LPA
2021-22	Askand Tiwari	Computer Engineering	2021	WIPRO	15K PER MONTH
2021-22	Deepak Bhagat	Computer Engineering	2021	INFOSYS	3.5LPA
2021-22	Devendra Patole	Computer Engineering	2021	ACTY System	3.65LPA
2021-22	Dhiraj Kumar	Computer Engineering	2021	WIPRO	3.5LPA
2021-22	Faraz Ahmad	Computer Engineering	2021	INFOSYS	15K PER MONTH
2021-22	Hashim Amir	Computer Engineering	2021	PROWESS	15K PER MONTH
2021-22	Bhushan Mahale	Computer Engineering	2021	WIPRO	15K PER MONTH
2021-22	Bhoi Sushama Kishor	Computer Engineering	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Chaube Nikhil Anil	Computer Engineering	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Patil Yash Rajesh	Computer Engineering	2021	Emtec Technologies Ltd	1.8LPA
2021-22	Ratlamwala Murtaza Shabbir	Computer Engineering	2021	JACOBS	1.8LPA
2021-22	Shaikh Noman	Computer Engineering	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Gawade Rohit Dattaram	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Gupta Shubham Vinod	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Jamdar Sairan Samiulla	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Kadam Prathamesh Dnyandeav	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Kargutkar Vighnesh Uday	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Khan Habib Sharif	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Khan Ibrahim Akram	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Killedar Roshan Dattatray	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Kinjalaskar Sanket Sunil	Mechanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA



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2021-22	Adil Ashir Khan	Mechanical Engineering	2021	Kitchen Essentials	17K PER MONTH
2021-22	Bhavesh Harish Chandra	Mechanical Engineering	2021	Kitchen Essentials	14.5K PER MONTH
2021-22	Durvesh Rohit Das	Mechanical Engineering	2021	Kitchen Essentials	14.5K PER MONTH
2021-22	Hanish Baliram Bali	Mechanical Engineering	2021	Kitchen Essentials	14.5K PER MONTH
2021-22	Niraj Kumar Yadav	Mechanical Engineering	2021	Kitchen Essentials	14.5K PER MONTH
2021-22	Sheth Daivik Hemangchandra	Mechanical Engineering	2021	Industrial Engineering Syndicate	1.8LPA
2021-22	Shukla Navin Rajesh	Mechanical Engineering	2021	Mutual Engineering Pvt Ltd	1.8LPA
2021-22	Shukla Rupak Ramesh	Mechanical Engineering	2021	Remi Motors	1.8LPA
2021-22	Tambutkar Rakesh Mahadev	Mechanical Engineering	2021	Spring India	1.8LPA
2021-22	Rathod Kartik Manilal	Electrical Engg	2021	Greebite Engineer	1.8LPA
2021-22	Saroj Akash Krishna	Electrical Engg	2021	Greebite Engineer	1.8LPA
2021-22	Yadav Manishkumar Shivbhan	Electrical Engg	2021	LRS Service private limited	1.8LPA
2021-22	Verma Vivek Kumar Ramii	Electrical Engg	2021	LRS Service private limited	1.8LPA
2021-22	Patil Swapnil Dilip	Electrical Engg	2021	Avensis Innovative Solutions	1.8LPA
2021-22	Prabhu Jay Bhuwaneshwar	Electrical Engg	2021	Avensis Innovative Solutions	1.8LPA
2021-22	Dhanak Yash Sudhir	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Ghodake Dipesh Dashrath	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Machhi Arvind Babu	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Lakhani Jaykumar Kantibhai	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Sawant Mahesh Murlidhar	Electrical Engg	2021	Antocal Solutions Pvt Ltd	1.8LPA
2021-22	Sawant Varad Vishnu	Electrical Engg	2021	Arrow electrical	1.8LPA
2021-22	Sayyed Mohammed Asif	Electrical Engg	2021	ERTL	1.8LPA
2021-22	Srivastava Ketan Manindra	Electrical Engg	2021	Blue Star Ltd.	1.8LPA
2021-22	Talge Dhiraj Arvind	Electrical Engg	2021	Green World Renewable Energy	1.8LPA
2021-22	Tandel Jidnesh Manohar	Electrical Engg	2021	Ivp Ltd	1.8LPA
2021-22	Tarade Atul Vijay	Electrical Engg	2021	Pravin Electricals Pvt Ltd	1.8LPA
2021-22	Umtol Akshay Avinash	Electrical Engg	2021	Pv Powertech Pvt Ltd	1.8LPA
2021-22	Waingankar Aniket Bhaskar	Electrical Engg	2021	Sankalp Industries	1.8LPA
2021-22	Yadav Rohit Rammilan	Electrical Engg	2021	Schneider Electric	1.8LPA
2021-22	Akre Susmit Ashok	Electrical Engg	2021	Shabdi And Sous Associate	1.8LPA
2021-22	Gadhawe Amey Laxman	Electrical Engg	2021	Shabdi And Sous Associate	1.8LPA
2021-22	Gond Akash Ramesh	Electrical Engg	2021	Stelmec Ltd	1.8LPA
2021-22	Govalkar Shubham Pramod	Electrical Engg	2021	Stelmec Ltd	1.8LPA
2021-22	Gupta Prashant Harilal	Electrical Engg	2021	Tech ADR It Solution Pvt Ltd	1.8LPA
2021-22	Jaiswal Soniya Suresh	Electrical Engg	2021	Tech ADR It Solution Pvt Ltd	1.8LPA
2021-22	Kadam Mayur Subhash	Electrical Engg	2021	Tridant Electricals	1.8LPA
2021-22	Kadam Pratik Waman	Electrical Engg	2021	Tridant Electricals	1.8LPA
2021-22	Kambdi Pragati Ashok	Electrical Engg	2021	Utility Maintenance Engineer	1.8LPA
2021-22	Nehaal Teklal Rana	Civil Engineering	2021	Hec Limited	22163 PER MONTH
2021-22	Pradyuman Gupta	Information Technology Engg	2021	Capgemini	3.4Lks per annum
2021-22	Chintakinthi Vivek Sainarayan	Information Technology Engg	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Deshmukh Soham Pandurang	Information Technology Engg	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Gawane Ashay Mahesh	Information Technology Engg	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA



2021-22	Nath Shoumik Somnath	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Nayak Samruddhi Karunakar	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Padhye Sakshi Manoj	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Parande Shekhar Suresh	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Patel Kinal Nitin	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Patel Vrushti Vipeshchandra	Information Technology Engg	2021	Qspiders - Vasai Virar	3.0 LPA
2020-2021	Mukesh Yadav	EXTC Engg	2020	Neosoft Technologies(+91 22 40500600)	3.6 LPA
2020-2021	Swapnil Satish Patharkar	EXTC Engg	2020	Rpl Test & Measurements Solutions	2.8Lacs per annum
2020-2021	Julee Mallah	EXTC Engg	2020	Newgen (+120 63 66666)	2.4 LPA
2020-2021	Hasim Nazim Pathan	Computer Engineering	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Lucky Pareek	Computer Engineering	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Abhaykumar Giri	Computer Engineering	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Sachin Rajesh Singh	Computer Engineering	2020	Neosoft Technologies(+91 22 40500600)	3.6 LPA
2020-2021	Sidhart Rai	Computer Engineering	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Abhishek Naier	Computer Engineering	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Komal Jadhav	Computer Engineering	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Irshadahmed Juberahmed Mansuri	Computer Engineering	2020	Bitwise (+91 20 40102000)	3 LPA
2020-2021	Bhavika Vilas Gode	Computer Engineering	2020	Accenture (1 (571) 434-5003)	4.5 LPA
2020-2021	Omkar Surendra Ghatge	Information Technology Engg	2020	Accenture (1 (571) 434-5003)	4.5 LPA
2020-2021	Sakshi Singh	Information Technology Engg	2020	Accenture (1 (571) 434-5003)	4.5 LPA
2020-2021	Aditya Patel	Information Technology Engg	2020	Emtec Technologies Pvt.Ltd (91-20-3018-3000)	3.6 LPA
2020-2021	Jeet R Patel	Information Technology Engg	2020	Umbrella Agies (022 35777566)	1.8 LPA
2020-2021	Sagar Bhavsar	Information Technology Engg	2020	Wipro Pvt. Ltd. (28440011)	4 LPA
2020-2021	Shoaib Salim Shaikh	Information Technology Engg	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Disha Ahirrao	Civil Engineering	2020	S.M. Enterprises Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Gupta Arun	Mechanical Engineering	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Agasiwala Mufaddal	Mechanical Engineering	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Sonawne Shubham	Mechanical Engineering	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Agarwal Pawan	Mechanical Engineering	2020	Durian Industries	1.8 LPA
2020-2021	Goswami Rakesh	Mechanical Engineering	2020	Durian Industries	1.8 LPA
2020-2021	Dindayal Barishth	Mechanical Engineering	2020	Newgen (+120 63 66666)	2.4 LPA
2020-2021	Pawan Agarwal	Mechanical Engineering	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Yadav Utkarsh	Mechanical Engineering	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Singh Harish	Mechanical Engineering	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Yadav Arjun	Mechanical Engineering	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Singh Satish	Mechanical Engineering	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Bangar Dada Saheb	Electrical Engg	2020	Lakshmi Dental	2.4 LPA
2020-2021	Kishan Mandal	Electrical Engg	2020	Lakshmi Dental	2.4 LPA
2020-2021	Mohammed Sameer Rais Khan	Electrical Engg	2020	Schindler Group (022 6131 4444)	2.4 LPA
2020-2021	Prajakta Kohli	EXTC Engg	2020	Gold Medal (+ +91 9711 09 09 09)	2.75 LPA
2020-2021	Aijaz Ahmed Jatu	Civil Engineering	2020	FEM (8097012511-2-3)	1.8 LPA



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2020-2021	Aadil Behlim	Civil Engineering	2020	A.W. Constructions	1.8 LPA
2020-2021	Altaf Shaikh	Civil Engineering	2020	Lotus Group	1.8 LPA
2020-2021	Aadil Kureshi	Civil Engineering	2020	Capacite Infraprojects Ltd. (91-22 717 33 717)	2.04 LPA
2020-2021	Swarup Rajan Raut	Civil Engineering	2020	Sai Constructions (+91 9022488644)	2.16 LPA
2020-2021	Shashideep Misra	Civil Engineering	2020	Imperial Builders & Developers LLP	2.16 LPA
2020-2021	Darshan Soni	Auto Mobile Engineering	2020	Edureka (+91 89517 55400)	6.5 LPA
2020-2021	Shaikh Arbaz	Auto Mobile Engineering	2020	Prabha Engineering (022 6151 9300)	1.26 LPA
2020-2021	Jashwin Sudarshan	Auto Mobile Engineering	2020	Bharat Benz (091520 03991)	1.2 LPA
2020-2021	Mishra Raj Sanjay	Auto Mobile Engineering	2020	Hyundai (022 6169 3900)	1.44 LPA
2020-2021	Aakash Shrikant Sanjay	Auto Mobile Engineering	2020	Spinny (727-727-7275)	2.04 LPA
2020-2021	Dyanada Mangesh Padwal	Information Technology Engg	2020	Asian Paints Limited (1800 209 5678)	7.4 LPA
2020-2021	Edwin Shabu Of	Information Technology Engg	2020	pgemini Technology (+91 22 6686 0500)	3.8 LPA
2020-2021	Humera Shaikh	Information Technology Engg	2020	Adwallz Pvt. Ltd.(+91 9833554647)	1.8 LPA
2020-2021	Pragnesh Raosaheb Bugade	Information Technology Engg	2020	TIAA GBS	7.33 LPA
2020-2021	Rajkumar Mishra	Information Technology Engg	2020	Atos Syntel (020 4070 1000)	3.4 LPA
2020-2021	Rizwan Syed	Information Technology Engg	2020	Sequiretek Pvt.Ltd.(022 4022 7034)	4 LPA
2020-2021	Anchal Tiwari	Information Technology Engg	2020	Tata Consultancy services (TCS)	2.4 LPA
2019-2020	Ansari Shahbajali Imtiaz	Civil Engineering	2020	Strubuild consultant LLP	2Lac
2019-2020	Bhardwaj Satish Virendra	Civil Engineering	2020	Strubuild consultant LLP	1.8 Lac
2019-2020	Bhati Raza Amin	Civil Engineering	2020	Kalpataru JCC	2.1lac
2019-2020	Kahar Vikas Ramdhani	Civil Engineering	2020	omkar Towers	1.6 lac
2019-2020	Kalla Naveen Narayan	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	Kapadia Mohd Faizan Mohd Tahir	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	Kesarwani Rahul Shankarlal	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	Khan Shahrukh Shohrab	Civil Engineering	2020	Shankar Ventures	1.8lac
2019-2020	Khoja Ibrahim Zulfikar	Civil Engineering	2020	Kalpataru JCC	1.8lac
2019-2020	Mohammed Adnan Mohd Bashir	Civil Engineering	2020	Clover Infotech	1.8lac
2019-2020	Pathan Akram Habib	Civil Engineering	2020	StruBuild Consultant LLP	2Lac
2019-2020	Patil Samiksha Jitendra	Civil Engineering	2020	Agami Realty Boisar	1.8 Lac
2019-2020	Patil Saurabh Sadanand	Civil Engineering	2020	L&T	2.2Lac
2019-2020	Phadatare Girish Hanmant	Civil Engineering	2020	L&T	2.2Lac
2019-2020	Pimple Chinmay Ravindra	Civil Engineering	2020	L&T	1.8 Lac
2019-2020	Prajapati Ashok Nebulal	Civil Engineering	2020	Omkar Towers	1.6 lac
2019-2020	Shaikh Aman Salim	Civil Engineering	2020	Khan Group	1.8 Lac
2019-2020	Vishvakarma Deepak Nandlal	Civil Engineering	2020	Omsai Constructions	1.8 Lac
2019-2020	Shailesh Ramesh Chingude	Civil Engineering	2020	GeoVista Technologies Pvt Ltd	1.44Lac
2019-2020	Khan Ashfaqe Anees	EXTC Engg	2019	FabSolTek	1.8 Lac
2019-2020	Swapnil S Patharkar	EXTC Engg	2019	Smart I Systems PVT LTD Vasal	1.8 Lac
2019-2020	Alok S Jha	EXTC Engg	2019	Smart I Systems PVT LTD Vasal	1.8 Lac
2019-2020	Bhakti Sanjay Yadav	EXTC Engg	2019	Odyssey Pvt Ltd,Goregaon	1.8 Lac
2019-2020	Vaibhav Subhash Bhair	EXTC Engg	2019	Odyssey Pvt Ltd,Goregaon	1.8 Lac
2019-2020	Akash Pandey	EXTC Engg	2019	HDFC	1.8 Lac

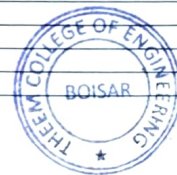


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2019-2020	Taiba Ali Akbar Quadri	EXTC Engg	2019	Hadwise technology	2.3lks/annum
2019-2020	Rutika V Kohle	EXTC Engg	2019	Hadwise technology	2.3lks/annum
2019-2020	Bhoir Vaibhav Subhash	EXTC Engg	2019	Ericsson Pvt Ltd	14k per month
2019-2020	Ashfaqe Anees Khan	EXTC Engg	2019	Goldmedal Switches & systems	3.6lacs per annum
2019-2020	Prathmesh More	Information Technology Engg	2019	Microworld software services	1.8 Lac
2019-2020	Vivek Gaud	Information Technology Engg	2019	Microworld software services	1.8 Lac
2019-2020	Ankit Yadav	Information Technology Engg	2019	Microworld software services	1.8 Lac
2019-2020	Vikas Singh	Information Technology Engg	2019	Microworld software services	1.8 Lac
2019-2020	Bhalekar Shreyas Prashant	Information Technology Engg	2019	A One Salasar	1.8 Lac
2019-2020	Yadav Ankit	Information Technology Engg	2019	eScan	1.8 Lac
2019-2020	Saurav Banerjee	Information Technology Engg	2019	eScan	1.8 Lac
2019-2020	Sharma Rajkumar	Information Technology Engg	2019	Mindcraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Khan Haris	Information Technology Engg	2019	Mindcraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Chaudhary Pallav	Information Technology Engg	2019	Mindcraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Shaikh Mhd Furkan Mhd Ayyub	Information Technology Engg	2019	Nimap Infotech	1.8 Lac
2019-2020	Baig Huzefa Asif	Information Technology Engg	2019	TCS	1.8 Lac
2019-2020	Mishra Shubham Sanjay	Information Technology Engg	2019	TCS	1.8 Lac
2019-2020	Amit Ramachandra Shukla	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Akash Sajjanlal Sharma	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Prajyot Pandurang Arekar	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Swapnil Sainath Desai	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Zabid Rakim Khan	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Chinmay Suresh Machhi	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Satish Shayam Sankhe	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Govind Sunil Patil	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Shubham Satish Sankhe	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Gauresh Bharat Kumbhar	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Khan Mohammed Ishaue Nisar Ahmed	Electrical Engg	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Aniket Dhivar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Pratik Bhagat	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Amit Mahto	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Viraj Kandalgaonkar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rakesh Mishra	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Bhavik Patel	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Kaustubh Mhatre	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Pratik Khandkar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Jiggeshprasad M Gupta	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Romal S. Sogale	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Amit Wagharalkar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Sanket Jadhav	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Parag Raut	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Akash Ranpise	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Arbaaz Kapadia	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA



2019-2020	Darshan Ghoil	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Shukla Dhruv	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ghosh Bitaan	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Prachet C Kalshetty	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Jugal Jagda	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ankit Maurya	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Aniket Vishwakarma	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Meet Mistry	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Sharjeel Sarguroh	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Arfat Tehsildar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Nikhil Shahu	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ashish Jaiswal	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Adesh Maral	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rahul Bisht	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Gangasagar	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Chetan Raju Jakkam	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rohit Ramchandra	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Yogesh Samsher	Mechanical Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Siddhant Belvalkar	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Omkar Shingte	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Prathamesh Ahire	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Abijith J Nair	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Advait Kadam	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Akash Giri	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Kunal Lokhande	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Santosh Pandey	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Gajesh Padvekar	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ashish Maurya	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Tanmay S Chonkar	Auto Mobile Engineering	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Desai Sandesh	Electrical Engg	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Chauhan Sahil	Electrical Engg	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Pawar Akash	Electrical Engg	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Shaikh Atik	Electrical Engg	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Desai Swapnil	Electrical Engg	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Dalvi Shubham Yashwant	Computer Engineering	2019	A One Salasar	1.8LPA
2019-2020	More Prathamesh Vijay	Computer Engineering	2019	A One Salasar	1.8LPA
2019-2020	Chauhan Amit	Auto Mobile Engineering	2019	Capgemini	2.4LPA
2019-2020	Gaud Vivek	Computer Engineering	2019	Clover Infotech	1.8LPA
2019-2020	Patil Sunil	Computer Engineering	2019	Clover Infotech	1.8LPA
2019-2020	Vikas Balbir Singh	Computer Engineering	2019	eScan	1.8LPA
2019-2020	Sankhe Pranav C.	Civil Engineering	2019	Geovista Pvt. Ltd.	1.8LPA
2019-2020	Yadav Surajkumar K.	Civil Engineering	2019	Geovista Pvt. Ltd.	1.8LPA
2019-2020	Chingude Shailesh R.	Civil Engineering	2019	Geovista Pvt. Ltd.	1.8LPA



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2019-2020	Patil Akanksha	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Gilani Anisa	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Sankhe Sahil	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Khan Atik	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Naik Shubham	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Singh Vikaas Balbir	Computer Engineering	2019	Infosys	1.8LPA
2019-2020	Pratiksha Chamute	Computer Engineering	2019	Intrasoft Pvt Ltd	1.8LPA
2019-2020	Gauresh Kumbhar	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Shukla Amit	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sankhe Shubham	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sankhe Satish	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Macchi Chinmay	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Patil Govind	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Arekar Prajyot	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Khan Mohd Ishaque	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sharma Akash	Electrical Engg	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Gupta Dinesh Kumar	Computer Engineering	2019	Mindcraft Technologies Pvt. Ltd.	1.8LPA
2019-2020	Patil Unnati Rajesh	Computer Engineering	2019	NeoSoft	1.8LPA
2019-2020	Khan Nikhat W. H.	Computer Engineering	2019	Nimap Infotech	1.8LPA
2019-2020	Gilani Anisa Salim	Computer Engineering	2019	Nimap Infotech	1.8LPA
2019-2020	Gilani Humaira	Computer Engineering	2019	Servosys Pvt. Ltd.	1.8LPA
2019-2020	Jha Rakhi Nagendra	Computer Engineering	2019	TCS	1.8LPA
2019-2020	Patil Unnati Rajesh	Computer Engineering	2019	Zeus Learning	1.8LPA
2019-2020	Aakash Awdheshnath Tiwari	Electrical Engg	2019	Fabricon's	1.8LPA
2019-2020	Ajay Yashwant Tambe	Electrical Engg	2019	Schindler Elevators I.P.L	1.8LPA
2019-2020	Akhilesh Avinash Saluhkhe	Electrical Engg	2019	Global Power Source Group & Company	1.8LPA
2019-2020	Akhilesh Ravindra Zore	Electrical Engg	2019	E-Tech Automation	1.8LPA
2019-2020	Akshay Dinkar Harmalkar	Electrical Engg	2019	Zenith Dye Intermediate Ltd	1.8LPA
2019-2020	Baraiya Prakash Ishwarbhai Urmilaben	Electrical Engg	2019	Pace Electrical Maintenance	1.8LPA
2019-2020	Chetan Mahesh Kadam	Electrical Engg	2019	Actis Tech Pvt Ltd	1.8LPA
2019-2020	Dadhich Pranav Giriraj	Electrical Engg	2019	George Electricals	1.8LPA
2019-2020	Dharmesh Anil Nandu	Electrical Engg	2019	Falcon Techno Projects	1.8LPA
2019-2020	Farooqui Faizan	Electrical Engg	2019	Falcon Pvt Ltd	1.8LPA
2019-2020	Hardik Chandrakant Raut	Electrical Engg	2019	Lupin	1.8LPA
2019-2020	Harsh Darji	Electrical Engg	2019	Waves Engineering	1.8LPA
2019-2020	Ibrahim Taiyeb Hafizjee	Electrical Engg	2019	KEEC	1.8LPA
2019-2020	Kamlesh Tahsheeldar Sharma	Electrical Engg	2019	KEPL	1.8LPA
2019-2020	Krishna Mahendra Yadav	Electrical Engg	2019	GM Modular Pvt Ltd	1.8LPA
2019-2020	Mandar Surendra Patil	Electrical Engg	2019	ACG Capsules	1.8LPA
2019-2020	Mansoori Saud Mubarak	Electrical Engg	2019	Falcon Pvt Ltd	1.8LPA

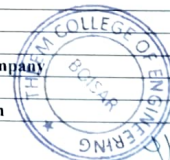


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2019-2020	Marij Toukeer Siddique	Electrical Engg	2019	KEEC (I) Pvt Ltd	1.8LPA
2019-2020	Mishra Ankeshkumar Mahendrakumar	Electrical Engg	2019	Anco & Ansus	96000/- per annum
2019-2020	Mujjafar Sultan Kaliya	Electrical Engg	2019	Scrane Engg Work	96000/- per annum
2019-2020	Naseem Mohammad Ali Shaikh	Electrical Engg	2019	Siemens	96000/- per annum
2019-2020	Niket Kini	Electrical Engg	2019	Tata Steel	96000/- per annum
2019-2020	Patel Arjun Madanlal	Electrical Engg	2019	Trident Electrical	96000/- per annum
2019-2020	Patel Dharmesh Yogesh	Electrical Engg	2019	Family Business	96000/- per annum
2019-2020	Patil Abhishek Atmaram	Electrical Engg	2019	Jajoo Automation	96000/- per annum
2019-2020	Pratik Amrutbhai Patel	Electrical Engg	2019	Troupe Technology Pvt Ltd	96000/- per annum
2019-2020	Pratik Arvind Katore	Electrical Engg	2019	Global Power Source Group & Company	96000/- per annum
2019-2020	Pratik Patel	Electrical Engg	2019	Troup Technology	96000/- per annum
2019-2020	Ravi Kiran Shah	Electrical Engg	2019	Projexonsottech	96000/- per annum
2019-2020	Rohit Sandip Kini	Electrical Engg	2019	Kone Elevator	1.8LPA
2019-2020	Satyendra Singh	Electrical Engg	2019	Polycab Lightings	1.8LPA
2019-2020	Saurabh Tandel	Electrical Engg	2019	Gsalcoextraction	1.8LPA
2019-2020	Shailesh Shivshankar Pandey	Electrical Engg	2019	Grade Electricals Pvt Ltd	1.8LPA
2019-2020	Shubham Tulshiram Bore	Electrical Engg	2019	Aarti Drugs	1.8LPA
2019-2020	Siddhesh Satyawar Pangrekar	Electrical Engg	2019	Konstelee Engineers Pvt. Ltd	1.8LPA
2019-2020	Singal Darshan Ranchhod	Electrical Engg	2019	PAM Pharma	1.8LPA
2019-2020	Singh Ankitkumar Vijay	Electrical Engg	2019	Viraj	1.8LPA
2019-2020	Sushant Hasmukh Keni	Electrical Engg	2019	S.S.D.B.PLt	1.8LPA
2019-2020	Tanmay Achyut Meher	Electrical Engg	2019	Canbara Industries	1.8LPA
2019-2020	Tanmay Sunil Sankhe	Electrical Engg	2019	Angadpal Industries	1.8LPA
2019-2020	Thakur Naitik Hareshwar	Electrical Engg	2019	Apar Industries Ltd	1.8LPA
2019-2020	Vala Vipul Amrutlal	Electrical Engg	2019	Falcon Techno Projects	1.8LPA
2019-2020	Vishal Mahendrabhai Mistry	Electrical Engg	2019	Goel Power	1.8LPA
2019-2020	Yadav Deepakkumar Umesh	Electrical Engg	2019	KEEC	1.8LPA
2019-2020	Akash Yadav	Information Technology Engg	2019	Paramatrix	1.8LPA
2019-2020	Acharya Rakesh Shankar	Auto Mobile Engineering	2019	Ganesh Engg Works (Business)	1.8LPA
2019-2020	Gaikwad Sagar Mahadev	Auto Mobile Engineering	2019	Karamtara Engg (G.E.T)	1.8LPA
2019-2020	Gawad Prathmesh Umesh	Auto Mobile Engineering	2019	Chandan Steel Ltd (G.E.T Planning)	1.8LPA
2019-2020	Kale Himesh Jitendra	Auto Mobile Engineering	2019	Emmanuel Auto (Assistant Mechanic)	1.8LPA
2019-2020	Khan Abdul Haseeb Naemullah	Auto Mobile Engineering	2019	Sodexo (supervisor)	1.8LPA
2019-2020	Makwana Vaibhav Bhavanbhai	Auto Mobile Engineering	2019	Mahindra & Mahindra (Quality Assurance)	1.8LPA
2019-2020	Niak Omkar Tukaram	Auto Mobile Engineering	2019	Sai Service (Service Advisor)	1.8LPA
2019-2020	Pandya Jeet Himanshu	Auto Mobile Engineering	2019	Lakozy Toyota (Sales consultant)	1.8LPA



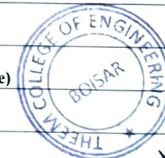
2019-2020	Patel Mohsin Mashak	Auto Mobile Engineering	2019	J.K Files India Ltd (Quality Incharge)	1.8LPA
2019-2020	Patel Urvesh Jayeshkumar	Auto Mobile Engineering	2019	Aquene Auto (Internship)	1.8LPA
2019-2020	Sawant Vinay Vasudeo	Auto Mobile Engineering	2019	Aquene Auto (Internship)	1.8LPA
2019-2020	Shaikh Sohail Ahmed Qavi	Auto Mobile Engineering	2019	Hako Indian Pvt Ltd (Service engineer)	1.8LPA
2019-2020	Singh Adarsh Jaishkumar	Auto Mobile Engineering	2019	Hako Indian Pvt Ltd (Sales Engineer)	1.8LPA
2019-2020	Vishwakarma Ashish Divanchand	Auto Mobile Engineering	2019	Hako Indian Pvt Ltd (Service Manager)	1.8LPA
2019-2020	Abdul Rehman Tanwar	Civil Engineering	2019	M R Construction Company	1.8LPA
2019-2020	Ahad Javed Gahlot	Civil Engineering	2019	Select one construction	1.8LPA
2019-2020	Ahmed Hamid Masood	Civil Engineering	2019	Zeydn pvt.ltd	1.8LPA
2019-2020	Amol Sadanand Patil	Civil Engineering	2019	S.D corporation	1.8LPA
2019-2020	Ankit Tari	Civil Engineering	2019	Imperial Lifestyle Pvt Ltd	1.8LPA
2019-2020	Azhar Hussain	Civil Engineering	2019	Mahalaxmi construction	1.8LPA
2019-2020	Bhandari Shubham Mahesh	Civil Engineering	2019	Sheetal Construction	1.8LPA
2019-2020	Deepak Agrawal	Civil Engineering	2019	KK Gupta Builders and liver	1.8LPA
2019-2020	Deepak Savita	Civil Engineering	2019	RAHEJA Builder	1.8LPA
2019-2020	Dhananjay Ram	Civil Engineering	2019	Jaiswal construction	1.8LPA
2019-2020	Gawandi Iram Aslam Ruhi	Civil Engineering	2019	Mumbai International Airport Pvt Ltd	1.2LPA
2019-2020	Hussain Sadriwala	Civil Engineering	2019	Centennial Enterprises	1.8LPA
2019-2020	Indresh Pandey	Civil Engineering	2019	Pg Infra Venture Pvt Ltd	1.8LPA
2019-2020	Jaiswal Chhedilal Gangaprasad	Civil Engineering	2019	Satellite Aedifex PVT. LTD.	1.8LPA
2019-2020	Jeevaj Ramudgar Yadav	Civil Engineering	2019	Shree Sai Contractors and Engineers	1.8LPA
2019-2020	Mayuddin Parkhetiya	Civil Engineering	2019	Nirman construction	96000/- per annum
2019-2020	Md Zulfakar Ali	Civil Engineering	2019	Karan builders	96000/- per annum
2019-2020	Mohd Fazal Zainuddin Ansari	Civil Engineering	2019	Karan builders	96000/- per annum
2019-2020	Neelkanth Yogendra Thakur	Civil Engineering	2019	Strut Care Consulting Engineers Pvt Ltd	96000/- per annum
2019-2020	Patil Tejas Madhukar	Civil Engineering	2019	Tejas construction	96000/- per annum
2019-2020	Pranav Khot	Civil Engineering	2019	Yardi Prabhu Consultants & Valuers Pvt. Ltd.	96000/- per annum
2019-2020	Qureshi Mohammed Youhanna	Civil Engineering	2019	A.J. Builders	96000/- per annum
2019-2020	Raviraj Subhash Katkar	Civil Engineering	2019	Sai Dutt real infra pvt ltd.	96000/- per annum
2019-2020	Rayeen Mohammed Javed	Civil Engineering	2019	Karan builders	96000/- per annum
2019-2020	Shaikh Abid Mubarak	Civil Engineering	2019	A.s civil engineers and contractors	96000/- per annum
2019-2020	Shaikh Mohd Faisal	Civil Engineering	2019	Kesar Industries	96000/- per annum
2019-2020	Shubham Sharma	Civil Engineering	2019	Midas construction	1.8LPA
2019-2020	Souleha Bano Mohammad Shafique	Civil Engineering	2019	shree ostwal builders	1.8LPA
2019-2020	Tanwar Abdul Rehman M Yaqoob	Civil Engineering	2019	M R Construction company	1.8LPA
2019-2020	Vinit Rajesh Rai	Civil Engineering	2019	DNS Infratech	1.8LPA
2019-2020	Vinod H.Yadav	Civil Engineering	2019	Mahalaxi construction	1.8LPA



2019-2020	Aakash Mishra	Computer Engineering	2019	Wellness forever medicare pvt Ltd.	1.8LPA
2019-2020	Abrrar Ansari	Computer Engineering	2019	Taxosmart LLP	1.8LPA
2019-2020	Arbaaz Sajeed Shaikh	Computer Engineering	2019	Capgemini	1.8LPA
2019-2020	Avadhesh Dinesh Gupta	Computer Engineering	2019	Taxosmart LLP	1.8LPA
2019-2020	Deepak Jadhav	Computer Engineering	2019	QAD	1.8LPA
2019-2020	Faizan Khan	Computer Engineering	2019	Saint Gobain Indec	1.8LPA
2019-2020	Goswami Anmol Kumar Anandnath Rani	Computer Engineering	2019	In- Solutions Global Limited	1.8LPA
2019-2020	Kadaya Akbarabbas Shabbirali	Computer Engineering	2019	Taxosmart LLP	1.8LPA
2019-2020	Khatri Usama Huzaifa	Computer Engineering	2019	aartz infotech pvt ltd	1.8LPA
2019-2020	Kinjal Rajesh Shah	Computer Engineering	2019	Sanda Group of Company (WEMET)	1.8LPA
2019-2020	Pooja Shashidhar Shetty	Computer Engineering	2019	Contentstack India Pvt Ltd	1.8LPA
2019-2020	Qumais Syed	Computer Engineering	2019	QAD	1.8LPA
2019-2020	Rinku Uday Patil	Computer Engineering	2019	One Aim Solutions	1.8LPA
2019-2020	Rohit Sakharam Kadam	Computer Engineering	2019	Quality kiosk	1.8LPA
2019-2020	Sarsambe Malikarjun Gurappa	Computer Engineering	2019	Galentic Technologies pvt ltd	1.8LPA
2019-2020	Shivam Singh	Computer Engineering	2019	Proyxkhel	1.8LPA
2019-2020	Siddhi Kiran Wade	Computer Engineering	2019	Hexaware Technologies (Mainstreamtek)	1.8LPA
2019-2020	Sriram Savanna Pochampalli	Computer Engineering	2019	Mastek	1.8LPA
2019-2020	Zaid Khan	Computer Engineering	2019	One Aim Solutions	1.8LPA
2019-2020	Anand Singh	Electrical Engg	2019	Robokart	1.8LPA
2019-2020	Khan Moh Zishan	Electrical Engg	2019	JBS Enterprises	1.8LPA
2019-2020	Yadav Deepakkumar	Electrical Engg	2019	Robokart	1.8LPA
2019-2020	Kevin Shah	Electrical Engg	2019	Robokart	1.8LPA
2019-2020	Pandey Shailesh	Electrical Engg	2019	Dotsmark	1.8LPA
2019-2020	Mistry Vishal	Electrical Engg	2019	Dotsmark	1.8LPA
2019-2020	Shah Kevin	Electrical Engg	2019	Dotsmark	1.8LPA
2019-2020	Singh Ankit	Electrical Engg	2019	eclerx	1.8LPA
2019-2020	Shialesh Singh	EXTC Engg	2019	Hadwise	1.8LPA
2019-2020	Gaurav Mishra	EXTC Engg	2019	Robokart	1.8LPA
2019-2020	Gaurav P. Mishra	EXTC Engg	2019	UST technologies	1.8LPA
2019-2020	Neha Mhatre	EXTC Engg	2019	Hardware Tester	1.8LPA
2019-2020	Ranakumar V. Singh	EXTC Engg	2019	Accenture, Associate Software Developer	1.8LPA
2019-2020	Sunil Prajapati	EXTC Engg	2019	Service Engg	1.8LPA
2019-2020	Tanvi Sankhe	EXTC Engg	2019	Software Tester	1.8LPA
2019-2020	Viddesh Gharat	EXTC Engg	2019	Software Tester	1.8LPA
2019-2020	Jaydip Shiyara	EXTC Engg	2019	Hadwise	1.8LPA
2019-2020	Pranay Deepak Patil	EXTC Engg	2019	Edyssey Pvt Ltd	1.8LPA
2019-2020	Prathamesh Ashok Kini	EXTC Engg	2019	JSW Pvt Ltd	1.8LPA
2019-2020	Quadri Taiba	EXTC Engg	2019	Hadwise	1.8LPA
2019-2020	Rutika Kolhe	EXTC Engg	2019	Hadwise	96000/- per annum
2019-2020	Sanket S. Yerunkar	EXTC Engg	2019	Smart I Sysstem Pvt Ltd	96000/- per annum
2019-2020	Shreyoshi Roy	EXTC Engg	2019	Fabsol Tek	96000/- per annum



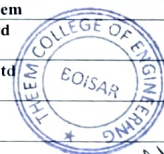
2019-2020	Swapnil Patharkar	EXTC Engg	2019	Application Socialist	96000/- per annum
2019-2020	Utkarsha K Kini	EXTC Engg	2019	Smart I Ssystem Pvt Ltd	96000/- per annum
2019-2020	Vaibhav Subhash Bhoir	EXTC Engg	2019	Jr QC Engg	96000/- per annum
2019-2020	Abhishek Izhava	Information Technology Engg	2019	Contenstack India Pvt Ltd	96000/- per annum
2019-2020	Akshay Pandey	Information Technology Engg	2019	Wonderbiz	96000/- per annum
2019-2020	Akshay Sankhe	Information Technology Engg	2019	BARC	96000/- per annum
2019-2020	Fauzan Padvekar	Information Technology Engg	2019	DXC Technologies	96000/- per annum
2019-2020	Kawal Raut	Information Technology Engg	2019	Adroid cooperate svcs pvt ltd	96000/- per annum
2019-2020	Khan Sagir	Information Technology Engg	2019	Minecraft Softwrae Pvt Ltd	1.8LPA
2019-2020	Mayur Kadam	Information Technology Engg	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Monis Khot	Information Technology Engg	2019	Zeus Learning	1.8LPA
2019-2020	Pandey A.	Information Technology Engg	2019	Wonderbiz	1.8LPA
2019-2020	Pandey Akshay	Information Technology Engg	2019	Medical wale.com	1.8LPA
2019-2020	Prasthamesh Choudhary	Information Technology Engg	2019	Mafatal Industries	1.8LPA
2019-2020	Raj Vishwakarma	Information Technology Engg	2019	Qtech Software Pvt ltd	1.8LPA
2019-2020	Rajavi Raut	Information Technology Engg	2019	DXC Technologies	1.8LPA
2019-2020	Rejendra Patil	Information Technology Engg	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Sagar Mehta	Information Technology Engg	2019	Zeus Learning	1.8LPA
2019-2020	Sujeetkumar Prajapati	Information Technology Engg	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Tanmay Sarkar	Information Technology Engg	2019	TCS	1.8LPA
2019-2020	Vividh Tare	Information Technology Engg	2019	Robokart	1.8LPA
2019-2020	Sagar Sonavane	Mechanical Engineering	2019	Robokart	1.8LPA
2019-2020	Aarif Pathan	Mechanical Engineering	2019	Viraj Profiles (Mechanical Maintenance Engg0	1.8LPA
2019-2020	Abhijeet Giri	Mechanical Engineering	2019	Viraj Profiles (GET)	1.8LPA
2019-2020	Aditya Lele	Mechanical Engineering	2019	Vertex Edge Tech	1.8LPA
2019-2020	Akash Kavaiya	Mechanical Engineering	2019	SISCAA(Produc Engg)	1.8LPA
2019-2020	Akbar H Sayyed	Mechanical Engineering	2019	TCS(Technical Supervision)	1.8LPA
2019-2020	Akram Shaikh	Mechanical Engineering	2019	Paras Cadd	1.8LPA
2019-2020	Arbaaz Shaikh	Mechanical Engineering	2019	Technik Fluid (Production)	1.8LPA
2019-2020	Avinash K Lagad	Mechanical Engineering	2019	Ruthi Transport (R & D design Engg)	1.8LPA
2019-2020	Burhan Afzal Sande	Mechanical Engineering	2019	Royal	1.8LPA
2019-2020	Deepak Kushwoh	Mechanical Engineering	2019	Swastik Furnance Pvt Ltd (Project Engg)	1.8LPA
2019-2020	Dhaval Panchal	Mechanical Engineering	2019	FEW (Design Engg)	1.8LPA
2019-2020	Gaurav Shingte	Mechanical Engineering	2019	Piano Presitel (Tool Maintenance)	1.8LPA
2019-2020	Harshad Paqdhare	Mechanical Engineering	2019	KK Engineering (CHC)	1.8LPA



2019-2020	Huzaifa Bargir	Mechanical Engineering	2019	Niton Valves	1.8LPA
2019-2020	Imam Waris S Warsi	Mechanical Engineering	2019	Business	1.8LPA
2019-2020	Ismail Maiji	Mechanical Engineering	2019	Mercury Projects (Production Executive)	1.8LPA
2019-2020	Kansara Rahul	Mechanical Engineering	2019	Niton Valves Pvt Ltd	1.8LPA
2019-2020	Khan Mohammed Sahil	Mechanical Engineering	2019	Arman Engineering (owner)	1.8LPA
2019-2020	Khan Talha	Mechanical Engineering	2019	Mindspace	1.8LPA
2019-2020	Korada Prashant	Mechanical Engineering	2019	Aditya Stainless Steel,Boisar	1.8LPA
2019-2020	Madania Hasanali	Mechanical Engineering	2019	Niton Valves Pvt Ltd.Ghatkopar	1.8LPA
2019-2020	Manye Rehan Tahir Ali	Mechanical Engineering	2019	MEREW (Trainee Engg)	1.8LPA
2019-2020	Miran Shaikh	Mechanical Engineering	2019	FEW (Design Engg)	1.8LPA
2019-2020	Mishra Rahul T.	Mechanical Engineering	2019	Agarwal Ind pvt ltd (Quality Control Engg)	1.8LPA
2018-19	Mohan Kadam	Mechanical Engineering	2018	Niton Valves	1.8LPA
2018-19	Mohd. Shahbaz	Mechanical Engineering	2018	Hello Baby Pvt Ltd (Technical Head)	1.8LPA
2018-19	Mohsin Ansari	Mechanical Engineering	2018	KAETA Engg (Trainee Engg)	1.8LPA
2018-19	Mufaddal	Mechanical Engineering	2018	Viraj	1.8LPA
2018-19	Nikhil Shashikant Shinde	Mechanical Engineering	2018	Piano Presitel (Quality Assurance/Quality Control)	1.8LPA
2018-19	Patel Ronak	Mechanical Engineering	2018	Karamtara	1.8LPA
2018-19	Pathan Aarif Chotumiya	Mechanical Engineering	2018	Viraj Profiles,Boisar	96000/- per annum
2018-19	Pathan Arif	Mechanical Engineering	2018	Viraj	96000/- per annum
2018-19	Pawan Yadav	Mechanical Engineering	2018	Bhansali Precision Company (Quality Control Inspector)	96000/- per annum
2018-19	Pawar Mehul	Mechanical Engineering	2018	Viraj Profiles,Boisar	96000/- per annum
2018-19	Piyush Koladiya	Mechanical Engineering	2018	Agara Climate Control (Produc & Project manager)	96000/- per annum
2018-19	Rahat A. Pathan	Mechanical Engineering	2018	Bank of America (Trainee Engg)	96000/- per annum
2018-19	Rahul Gupta	Mechanical Engineering	2018	Vasundara Ice Plant (Maintenance Engg)	96000/- per annum
2018-19	Rahul Mishra	Mechanical Engineering	2018	Agerwal India Pvt Ltd	96000/- per annum
2018-19	Ritesh Vishwakarma	Mechanical Engineering	2018	Viraj	96000/- per annum
2018-19	Rizwaan Hafizur Khan	Mechanical Engineering	2018	Aushkar Engg (Partner)	96000/- per annum
2018-19	Rizwan Khan	Mechanical Engineering	2018	Manpower Group (Site Supervision)	96000/- per annum

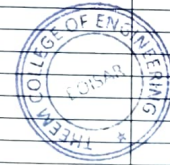


2018-19	Rohit Kishor Patil	Mechanical Engineering	2018	Karamtara Engg Pvt Ltd (GET)	1.8LPA
2018-19	Rohit Patil	Mechanical Engineering	2018	Karamtara Engg Pvt.Ltd	1.8LPA
2018-19	Roshan Chaturvedi	Mechanical Engineering	2018	Darbari Wires Pvt (Production Engg)	1.8LPA
2018-19	Rushikesh Pawar	Mechanical Engineering	2018	Piano Presitel	1.8LPA
2018-19	Sadashiv Sudke	Mechanical Engineering	2018	Shri Hari Industries	1.8LPA
2018-19	Sagar Mohan Rane	Mechanical Engineering	2018	Piano (Production Supervisor)	1.8LPA
2018-19	Sahadev Gaonkar	Mechanical Engineering	2018	Darshan Diotech (Quality Engg)	1.8LPA
2018-19	Sameer Patole	Mechanical Engineering	2018	Piano (Production)	1.8LPA
2018-19	Sameer Shaikh	Mechanical Engineering	2018	Ebco Private Ltd	1.8LPA
2018-19	Sande Rehan	Mechanical Engineering	2018	Royal Steel Metal	1.8LPA
2018-19	Satyendra H. Yadav	Mechanical Engineering	2018	Everesh Kanto Cyl. Ltd (Trainee Engineer)	1.8LPA
2018-19	Shaikh Hashim	Mechanical Engineering	2018	ETA (Sales Executive)	1.8LPA
2018-19	Shaikh Sameer	Mechanical Engineering	2018	EBCO Pvt Ltd (Tool Room Eng)	1.8LPA
2018-19	Shaikh Saqlain	Mechanical Engineering	2018	Bebitz Flages Pvt Ltd (GET)	1.8LPA
2018-19	Shubham Salunke	Mechanical Engineering	2018	Viraj Profiles,Boisar	1.8LPA
2018-19	Sogiawala Mufaddal	Mechanical Engineering	2018	Viraj Profiles (GET)	1.8LPA
2018-19	Sumit Merchande	Mechanical Engineering	2018	Steel rays (Design Engg)	1.8LPA
2018-19	Sumit S. Kolte	Mechanical Engineering	2018	Mechanical Packing Industry (Junior Engg)	1.8LPA
2018-19	Sunny S. Kadam	Mechanical Engineering	2018	Self Employed	1.8LPA
2018-19	Suraj Gupta	Mechanical Engineering	2018	Bebitz Flages Pvt Ltd (Production)	1.8LPA
2018-19	Tamore Jidnesh	Mechanical Engineering	2018	Everesh Kanto Cyl. Ltd (Trainee Engineer)	1.8LPA
2018-19	Tanmay Marde	Mechanical Engineering	2018	Space HVAC System (Project Engg)	1.8LPA
2018-19	Tarak Gajjar	Mechanical Engineering	2018	Hamon Cooling system	1.8LPA
2018-19	Tarun Biswa	Mechanical Engineering	2018	Bebitz Flages Pvt Ltd (Quality)	1.8LPA
2018-19	Tejpratap Gupta	Mechanical Engineering	2018	Starway Engg Pvt Ltd (Quality)	1.8LPA
2018-19	Umair Choudhary	Mechanical Engineering	2018	Mercury Projects (Quality Engg)	1.8LPA



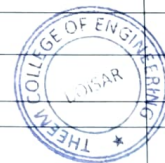
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2018-19	Umesh N. Rath	Mechanical Engineering	2018	Fair engg Service (Produc Engg)	1.8LPA
2018-19	Umesh Rathaur	Mechanical Engineering	2018	SRMM Enviro Equipments	1.8LPA
2018-19	Umeshchand D Gupta	Mechanical Engineering	2018	Bharat Wire ropes Ltd (QA/QC)	1.8LPA
2018-19	Vaibhav Sharma	Mechanical Engineering	2018	Prageet Eng (Project engg)	1.8LPA
2018-19	Vishal Jaiswal	Mechanical Engineering	2018	Karamtara Engg (Production)	1.8LPA
2018-19	Vishwakarma Ritesh	Mechanical Engineering	2018	Viraj Profiles,Boisar	1.8LPA
2018-19	Yadav Satyendra	Mechanical Engineering	2018	Karamtara Engg Pvt.Ltd	1.8LPA
2018-19	Yash Dhinoja	Mechanical Engineering	2018	Sleevematic Pvt Ltd	1.8LPA
2018-19	Yash K. Gupta	Mechanical Engineering	2018	Prolific 3D Tech (Design Engg)	1.8LPA
2018-19	Zen Vasaya	Mechanical Engineering	2018	Circlips Technology Pvt Ltd (Executive Engg)	1.8LPA
2018-19	Akbar Sayyed	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Huzaifa Bargir ,	Mechanical Engineering	2018	Micro Turner	1.8LPA
2018-19	Kaustubh Choudhary	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Mahadik Vinit	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Money Rehan	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Patel Manthan	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Saqlain Shaikh	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Shaikh Hasir	Mechanical Engineering	2018	Systematic Pvt Ltd	1.8LPA
2018-19	Sumit Marchande	Mechanical Engineering	2018	J Group Robotics	1.8LPA
2018-19	Syed Akbar	Mechanical Engineering	2018	J Group Robotics	2Lac
2018-19	Shukla Dhruv Dinesh	Mechanical Engineering	2018	Compass Group	1.8 Lac
2018-19	Siddique Mohd Shabir Mohd Shabbir	Mechanical Engineering	2018	Lupin	2.2Lac
2018-19	Singh Vivek Vinod	Mechanical Engineering	2018	Arti Drugs	2.2Lac
2018-19	Sogale Romal Suresh	Mechanical Engineering	2018	SSDB Pvt Ltd	1.8 Lac
2018-19	Solanki Kirit Naresh	Mechanical Engineering	2018	KEEC (I) Pvt Ltd	1.6 lac
2018-19	Surti Mehul Nanu	Mechanical Engineering	2018	JBS	1.8 Lac
2018-19	Tehsildar Arfat Javed	Mechanical Engineering	2018	Pranaya Transformers	1.8 Lac
2018-19	Thakur Adarsh Ratan	Mechanical Engineering	2018	Site Work	1.44Lac
2018-19	Tiwari Anand Ashutosh	Mechanical Engineering	2018	Ganesh Engg Works	1.8 Lac
2018-19	Tiwari Anand Ashutosh	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vaidya Harshal Sameer	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vartak Dhruv Shshank	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vartak Ritanshu Dinesh	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vaze Kautuk Naresh	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vishwakarma Aniket Lalbahadur	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Wagharalkar Amit Balaso	Mechanical Engineering	2018	Bebitz Flanges Pvt Ltd	2Lac
2018-19	Yadav Neeraj Dinesh	Mechanical Engineering	2018	Rehan Prestressing	1.8 Lac
2018-19	Yadav Sagar Santram	Mechanical Engineering	2018	Sai Datta Teal Infra	2.2Lac
2018-19	Yadav Sagar Santram	Mechanical Engineering	2018	Yardi Prabhu Builders	2.2Lac



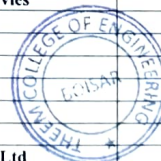
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2018-19	Yadav Vinay Shivshankar	Mechanical Engineering	2018	Karhriya Infrastructure	1.8 Lac
2018-19	Shaikh Ebad Nabi	Civil Engineering	2018	PG Knfra Venture Pvt Ltd	1.6 lac
2018-19	Shaikh Furkan Istiaque	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-19	Shaikh Irbaz Nisar	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-19	Shaikh Mohammed Azhar Mukhtar Ahmed	Civil Engineering	2018	Site Engineer	1.44Lac
2018-19	Shaikh Samiullah Aslam	Civil Engineering	2018	Amisha Associates	1.8 Lac
2018-19	Shaikh Zainul Abedeen Shahid	Civil Engineering	2018	Amisha Associates	1.8 Lac
2018-19	Sharma Mukesh Ramkailash	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-19	Shukla Sachin Santoshkumar	Civil Engineering	2018	Wemet Technologies	1.8 Lac
2018-19	Solunke Kalpesh Liladhar	Civil Engineering	2018	High-Bar Techno Crat Pvt Ltd	1.8 Lac
2018-19	Tamore Rashi Bhushan	Civil Engineering	2018	Deepesh Engg.,Malad	1.8 Lac
2018-19	Tandel Riddhi Naresh	Civil Engineering	2018	Petrocons Engineers & Consultants Pvt.Ltd	2Lac
2018-19	Tanwar Mohammad Mohsin Mohd	Civil Engineering	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Tanwar Mohd Saad Naeem Ahmed	Civil Engineering	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Wade Raj Ashok	Civil Engineering	2018	Sunrack Enterprises	2.2Lac
2018-19	Yadav Surajkumar Keshavprasad	Civil Engineering	2018	Excel Rsolutions	1.8 Lac
2018-19	Pawar Kiran Suresh	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.6 lac
2018-19	Prajapati Akshaykumar Harishchandra	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Prajapati Praveen Dilip	Electrical Engg	2018	A1-Fench	1.8 Lac
2018-19	Prajapati Ramesh Kumar Ramgyan	Electrical Engg	2018	A1-Fench	1.44Lac
2018-19	Rai Bhaskar Bachchelal	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sangare Surendra Suresh	Electrical Engg	2018	Roop ultrasonic ,Andheri	1.8 Lac
2018-19	Sankhe Satish Shyam	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sankhe Shubham Satish	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Saroj Shaileshkumar Rajendra	Electrical Engg	2018	Evans Engineering PVT.LTD.Boisar	1.8 Lac
2018-19	Shaikh Atik Salim	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sharma Akash Sajantal	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	2Lac
2018-19	Shukla Amit Ramchandra	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sorathiya Arshad Anis	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Sudra Kaushal Rajeshbhai	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Surve Yadnesh Ravindra	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Tare Sagar Sudhir	Electrical Engg	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.6 lac
2018-19	Verma Sawan Rajaram	Electrical Engg	2018	Aarti drugs pvt.ltd., Boisar	1.8 Lac
2018-19	Yadav Anil Kamlesh	Electrical Engg	2018	Ganesh Engg Works (Business)	1.8 Lac
2018-19	Desai Yash Vikas	Auto Mobile Engineering	2018	Ganesh Engg Works (Business)	1.44Lac
2018-19	Dhamnaskar Harsh Vivek	Auto Mobile Engineering	2018	Karamtara Engg (G.E.T)	1.8 Lac
2018-19	Dharsandia Vivek Vallabhahi	Auto Mobile Engineering	2018	Chandan Steel Ltd	1.8 Lac
2018-19	Gawade Shreyas Sudhir	Auto Mobile Engineering	2018	Emmanuel Auto (Assistant Mechanic)	1.8 Lac



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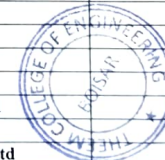
2018-19	Giri Akash Anand	Auto Mobile Engineering	2018	Sodexo (supervisor)	1.8 Lac
2018-19	Gore Akshay Vithhal	Auto Mobile Engineering	2018	Mahindra & Mahindra (Quality Assurance)	1.8 Lac
2018-19	Gupta Niraj Rajkumar	Auto Mobile Engineering	2018	Sai Service (Service Advisor)	1.8 Lac
2018-19	Idrisi Irshad Ahmed Siraj Ahmed	Auto Mobile Engineering	2018	Sodexo (supervisor)	1.8 Lac
2018-19	Jadhav Akshay Maruti	Auto Mobile Engineering	2018	Mahindra & Mahindra (Quality Assurance)	2.1lac
2018-19	Joshi Varun Vijay	Auto Mobile Engineering	2018	Sai Service (Service Advisor)	1.6 lac
2018-19	Kadam Advait Vivek	Auto Mobile Engineering	2018	Lakozy Toyota (Sales consultant)	1.8lac
2018-19	Kadam Mayuresh Sanjay	Auto Mobile Engineering	2018	J.K Files India Ltd (Quality Incharge)	1.8lac
2018-19	Katkar Sumit Mohan	Auto Mobile Engineering	2018	Aquene Auto (Internship)	1.8lac
2018-19	Kelgandre Rushikesh Vijay	Auto Mobile Engineering	2018	Aquene Auto (Internship)	1.8lac
2018-19	Khan Unais Ahmed Maaz Ahmed	Auto Mobile Engineering	2018	Hako Indian Pvt Ltd (Service engineer)	1.8lac
2018-19	Khanvilkar Ashwin Sudhir	Auto Mobile Engineering	2018	Hako Indian Pvt Ltd (Sales Engineer)	1.8lac
2018-19	Lokhande Kunal Ravi	Auto Mobile Engineering	2018	Hako Indian Pvt Ltd (Service Manager)	2Lac
2018-19	Mane Prathamesh Pradeep	Auto Mobile Engineering	2018	M R Construction Company	1.8 Lac
2018-19	Maurya Aashish Shankar	Auto Mobile Engineering	2018	Select one construction	2.2Lac
2018-19	Mendon Akshay Hemraj	Auto Mobile Engineering	2018	Zeydn pvt.ltd	2.2Lac
2018-19	Mendon Jitesh Ramnanda	Auto Mobile Engineering	2018	S.D corporation	1.8 Lac
2018-19	Mestry Rohan Chandrakant	Auto Mobile Engineering	2018	Imperial Lifestyle Pvt Ltd	1.6 lac
2018-19	Mishra Akash Sherbahabur	Auto Mobile Engineering	2018	Mahalaxmi construction	1.8 Lac
2018-19	Patole Devashree Sanjay	Computer Engineering	2018	One Aim solution	1.8 Lac
2018-19	Patwal Nilesh Sudhir	Computer Engineering	2018	Cloves Infotech	1.44Lac
2018-19	Rana Urvi Kishore	Computer Engineering	2018	Capgemini Pvt Ltd	1.8 Lac
2018-19	Salvi Akshay Satyawan	Computer Engineering	2018	International Shareholder Services	1.44Lac
2018-19	Sankhe Sahil Nitin	Computer Engineering	2018	Noble Hygiene	1.8 Lac
2018-19	Sarode Prerana Liladhar	Computer Engineering	2018	Powerweive Software	1.6 lac
2018-19	Save Chirayu Vijay	Computer Engineering	2018	BookmyShow	1.8 Lac
2018-19	Sayed Asher Adil	Computer Engineering	2018	Rupeseed	1.8 Lac
2018-19	Sayyed Saif Ali Nasir Ali	Computer Engineering	2018	Zero Solution	1.44Lac
2018-19	Serkhel Mohammad Zakir Mohammad Sha	Computer Engineering	2018	Creative 31 Minds	1.8 Lac
2018-19	Shaikh Abdul Hannan Aejaz Ahmed	Computer Engineering	2018	Castle Craft ECommerce Pvt Ltd	1.44Lac



2018-19	Shaikh Mohammed Suhail Zainuddin	Computer Engineering	2018	Powerweive Software	1.8 Lac
2018-19	Shaikh Rizwan Ahmed A. Aziz	Computer Engineering	2018	BookmyShow	1.6 lac
2018-19	Siddhesh Pangrekar	Electrical Engg	2018	Zero Solution	1.8 Lac
2018-19	Chetan Kadam	Electrical Engg	2018	Actis Tech Pvt Ltd	1.8 Lac
2018-19	Tambe Ajay Yashwant	Electrical Engg	2018	Schindler Elevators I PL	1.44Lac
2018-19	Katore Pratik Arvind	Electrical Engg	2018	Global Power Source group and company	1.8 Lac
2018-19	Salunkhe Akhilesh Avinash	Electrical Engg	2018	Global Power Source group and company	1.44Lac
2018-19	Shah Ravi Kirankumar	Electrical Engg	2018	Projexon Softtech	1.8 Lac
2018-19	Pandey Shailesh Sivshankar	Electrical Engg	2018	Grade Electricals Pvt Ltd	1.8 Lac
2018-19	Mujjafar Kaha	Electrical Engg	2018	Scrane Engg Works	1.8 Lac
2018-19	Harmalkar Akshay Dinkar	Electrical Engg	2018	Zenith Dye intermediate Ltd	1.8 Lac
2018-19	Patel Pratik Amrutbhai	Electrical Engg	2018	Troup Technology Pvt Ltd	1.8 Lac
2018-19	Mistry Vishal Mahendrabhai	Electrical Engg	2018	Goel Power	1.8 Lac
2018-19	Kini Rohit Sandip	Electrical Engg	2018	Kone Elevator	1.8 Lac
2018-19	Baraiya Prakash Ishwarbhai	Electrical Engg	2018	Pace Electrical Maintenance	1.8 Lac
2018-19	Patel Dharmesh Yoegsh	Electrical Engg	2018	Family Business	1.8 Lac
2018-19	Darji Harsh Kamlesh	Electrical Engg	2018	Waves Engineering	1.8 Lac
2018-19	Nandu Dharmesh Anil	Electrical Engg	2018	Falcon Techno Project	1.8 Lac
2018-19	Shaikh Naseem Mohammadali	Electrical Engg	2018	Siemens	1.8 Lac
2018-19	Singh Ankit Kumar Vijay	Electrical Engg	2018	SRM Viraj	1.8 Lac
2018-19	Tandel Saurabh Rajesh	Electrical Engg	2018	Salco Extruction	1.8 Lac
2018-19	Raut Hardik Chandrakant	Electrical Engg	2018	Lupin	1.8 Lac
2018-19	Bore Shubham Tulshiram	Electrical Engg	2018	Arti Drugs	1.8 Lac
2018-19	Keni Sushant Hasnmukh	Electrical Engg	2018	SSDB Pvt Ltd	1.8 Lac
2018-19	Siddiqui Mariz Toukeer	Electrical Engg	2018	KEEC (I) Pvt Ltd	1.8 Lac
2018-19	Khan Mohd Zishan Abdul R	Electrical Engg	2018	JBS	1.8 Lac
2018-19	Yadav Anandkumar Abhiram	Electrical Engg	2018	Pranaya Transformers	1.8 Lac
2018-19	Nair Rajiv Suresh	Electrical Engg	2018	Site Work	1.8 Lac
2018-19	Ahmed Hamid Masood	Civil Engineering	2018	Zeydn Pvt Ltd	1.8 Lac
2018-19	Ansari Kitabullah Azmat Ali	Civil Engineering	2018	Civil Engineeer	1.8 Lac
2018-19	Ansari Mohd Fazal Zainuddin	Civil Engineering	2018	Aj construction / Ufasa developer , DHEERAJ HERITAGE, BEST Colony, Juhu, Mumbai, Maharashtra 400054	1.8 Lac
2018-19	Ansari Shahbaz Ajaz Ahd	Civil Engineering	2018	Civil Engineeer	1.8 Lac
2018-19	Dubey Aakash Gulabchandra	Civil Engineering	2018	AQM technology,A 401, Raheja Plaza, Lal Bahadur Shastri Marg, Nityanand Nagar, Ghatkopar West, Mumbai, Maharashtra 400086	1.8 Lac



2018-19	Gahlot Ahad Javed	Civil Engineering	2018	AQM technology,A 401, Raheja Plaza, Lal Bahadur Shastri Marg, Nityanand Nagar, Ghatkopar West, Mumbai, Maharashtra 400086	1.8 Lac
2018-19	Gawade Shubham Vishram	Civil Engineering	2018	Samarth Engg Classes	1.4 lac
2018-19	Gawandi Iram Islam	Civil Engineering	2018	H.J.THEEM COLLEGE OF ENGG,BOISAR	2.59
2018-2019	Katkar Raviraj Subhash	Civil Engineering	2018	Sai Datta Teal Infra	2 Lac
2018-2019	Khot Pranav Purushottam	Civil Engineering	2018	Yardi Prabhu Builders	2lac
2018-2019	Mandal Manojkumar Bekal	Civil Engineering	2018	Katriya Infrastrure	2.5Lac
2018-2019	Patel Suhail Yunus	Civil Engineering	2018	PG Knfra Venture Pvt Ltd	1.8 Lac
2018-2019	Pathan Samir Ishaque	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-2019	Patil Amol Sadanand	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-2019	Qureshi Mohammed Youhanna Mohammed Mansur Ali	Civil Engineering	2018	Site Engineer	1.8 Lac
2018-2019	Rathod Viral Pravinchandra	Civil Engineering	2018	Amisha Associates	2lac
2018-2019	Rayeen Mohd Javed Phool Hasan	Civil Engineering	2018	Amisha Associates	1.8 Lac
2018-2019	Sane Bhupendra Arun	Civil Engineering	2018	Rehan Prestressing	2.4 lac
2018-2019	Sankpal Sanket Dnyaneshwar	Civil Engineering	2018	Wemet Technologies	1.8 Lac
2018-2019	Savita Deepak Ramakant	Civil Engineering	2018	Wemet Technologies	1.8 Lac
2018-2019	Shaikh Mohd Faisal Mohd Habib	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-2019	Shaikh Musaddique Husain Anwar Husain	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-2019	Yadav Jeevaj Ramudgar	Civil Engineering	2018	In Solution Global Limited	1.8 Lac
2018-2019	Yadav Vinodkumar Haripati	Civil Engineering	2018	In Solution Global Limited	1.8 Lac
2018-2019	Anmol Kumari Goswami	Computer Engineering	2018	In Solution Global Limited	1.8 Lac
2018-2019	Pooja Shetty	Computer Engineering	2018	ContentStack India Pvt. Ltd	1.8 Lac
2018-2019	Aparnabharti Pradhan	Computer Engineering	2018	Sanda Office Management Service	1.8 Lac
2018-2019	Kinjol Shah	Computer Engineering	2018	Wemet Technologies	1.8 Lac
2018-2019	Rinku Patil	Computer Engineering	2018	One Aim solution	1.8 Lac
2018-2019	Roshni Patil	Computer Engineering	2018	Cloves Infotech	1.8 Lac
2018-2019	Shaikh Arbaaz	Computer Engineering	2018	Capgemini Pvt Ltd	1.8 Lac
2018-2019	Devendra Rajput	Computer Engineering	2018	International Shareholder Servies	1.8 Lac
2018-2019	Mishra Aakash	Computer Engineering	2018	Noble Hygiene	1.8 Lac
2018-2019	Bhagat Abhijeet	Computer Engineering	2018	Powerweive Software	1.8 Lac
2018-2019	Sangram Chauhan	Computer Engineering	2018	BookmyShow	1.8 Lac
2018-2019	Aman Rajput	Computer Engineering	2018	Rupeseed	1.8 Lac
2018-2019	Khushboo Bharati	Computer Engineering	2018	Zero Solution	1.8 Lac
2018-2019	Ruqaiya Khan	Computer Engineering	2018	Creative 31 Minds	1.8 Lac
2018-2019	Khatri Usama	Computer Engineering	2018	Castle Craft ECommerce Pvt Ltd	1.8 Lac
2018-2019	Sunny S Kadam	Mechanical Engineering	2018	Self Employed	1.8 Lac
2018-2019	Monye Rehan Tahir Ali	Mechanical Engineering	2018	Merew / J group Robotievs Pvtr ltd	1.56lac



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2018-2019	Madania Hasan Ali	Mechanical Engineering	2018	Niton Valves Pvt Ltd Ghatkopar	12K per annum
2018-2019	Rahat A Pathan	Mechanical Engineering	2018	Bank of America	1.8 Lac
2018-2019	Yash K Gupta	Mechanical Engineering	2018	Prolitic 3D Tech	1.8 Lac
2018-2019	Sumit S Kolte	Mechanical Engineering	2018	Mechanical Packaging Industry	1.8 Lac
2018-2019	Taj Pratap Gupta	Mechanical Engineering	2018	Star way Engine Pvt. Ltd.	1.8 Lac
2018-2019	Tamore Jidnesh	Mechanical Engineering	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Satyendra Yadav	Mechanical Engineering	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Visual Jaiswal	Mechanical Engineering	2018	Karamtara Engg	1.8 Lac
2018-2019	Deepak Kushwaha	Mechanical Engineering	2018	Swastik Furnace Pvt Ltd	1.8 Lac
2018-2019	Tarun Biswas	Mechanical Engineering	2018	Bebitz Flanges Pvt Ltd	1.8 Lac
2018-2019	Aifaz Khan	Mechanical Engineering	2018	Deep Infra	1.8 Lac
2018-2019	Piyush Koladiyq	Mechanical Engineering	2018	Agora Climate Control	1.8 Lac
2018-2019	Rahul Kansara	Mechanical Engineering	2018	Niton Valves, Ghatkopar	1.8 Lac
2018-2019	Khan Sameer	Mechanical Engineering	2018	Valtech Industries	1.8 Lac
2018-2019	Gaurav P Mishra	EXTC Engg	2018	Acty System India Pvt.Ltd	1.8 Lac
2018-2019	Ranakumar U Singh	EXTC Engg	2018	Paramatrix Technologies Pvt.Ltd	1.8 Lac
2018-2019	Aakash Yadav	Information Technology Engg	2018	Paramatrix Technologies Pvt.Ltd	1.8 Lac
2018-2019	Nikhil Mate	Information Technology Engg	2018	Acty System India Pvt.Ltd	1.8 Lac
2018-2019	Bhavesh Kumavat	Information Technology Engg	2018	Atos Syntel	1.8 Lac
2018-2019	Yadav Umesh	Information Technology Engg	2018	Vanson Engg Pvt ltd	1.8 Lac
2018-2019	Vineet Vishvambhar	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Sameer Khan	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Sumit M Marchande	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Shaikh Hashir Iqbal	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Saqlain Sameer	Mechanical Engineering	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Ansari Altaf Husain Mohammad Akram	Mechanical Engineering	2018	J Group Robotics	1.8 Lac
2018-2019	Ansari Arif Mukhtar	Mechanical Engineering	2018	J Group Robotics	2.1lac
2018-2019	Ansari Mohd Saad Zaki	Mechanical Engineering	2018	J Group Robotics	1.6 lac
2018-2019	Ansari Mohsin Abulhasan	Mechanical Engineering	2018	J Group Robotics	1.8lac
2018-2019	Ansari Yakub Tabarak	Mechanical Engineering	2018	J Group Robotics	1.8lac
2018-2019	Bagwe Shubhendu Suhas	Mechanical Engineering	2018	Systematic Pvt Ltd	1.8lac
2018-2019	Bargir Huzefa Shaukat	Mechanical Engineering	2018	J Group Robotics	1.8lac
2018-2019	Biswas Tarun Chinmay	Mechanical Engineering	2018	J Group Robotics	1.8lac
2018-2019	Chaturvedi Roshan Digvijay	Mechanical Engineering	2018	Compass Group	1.8lac
2018-2019	Chaudhari Kaustubh Sanjay	Mechanical Engineering	2018	Star way Engine Pvt. Ltd.	2Lac
2018-2019	Chaudhary Mohd Umair Akbar Husain	Mechanical Engineering	2018	Merew / J group Robotics Pvtr ltd	1.8 Lac
2018-2019	Chaudhary Shafiqullah Shamun	Mechanical Engineering	2018	Niton Valves Pvt Ltd Ghatkopar	2.2Lac
2018-2019	Dhaga Mohammad Sadique Gulam Haider	Mechanical Engineering	2018	Bank of America	2.2Lac
2018-2019	Dhekane Akshay Anil	Mechanical Engineering	2018	Prolitic 3D Tech	1.8 Lac
2018-2019	Dhinoja Yash Dilip	Mechanical Engineering	2018	Mechanical Packaging Industry	1.6 lac
2018-2019	Dongare Anand Santosh	Mechanical Engineering	2018	Star way Engine Pvt. Ltd.	1.8 Lac



2018-2019	Dubey Shubhamkumar Manoj	Mechanical Engineering	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Gajjar Tarak Nitin	Mechanical Engineering	2018	Everest Kanto Cyl Ltd	1.44Lac
2018-2019	Gaonkar Sahadev Rajesh	Mechanical Engineering	2018	Karamtara Engg	1.8 Lac
2018-2019	Gawade Sagar Suresh	Mechanical Engineering	2018	Swastik Furnace Pvt Ltd	1.8 Lac
2018-2019	Gharat Viraj Naresh	Mechanical Engineering	2018	Bebitz Flanges Pvt Ltd	2.1lac
2018-2019	Giri Abhijeet Surendranath	Mechanical Engineering	2018	Deep Infra	1.6 lac
2018-2019	Gupta Rahul Anilkumar	Mechanical Engineering	2018	Agora Climate Control	1.8lac
2018-2019	Gupta Ravi Subhash	Mechanical Engineering	2018	Niton Valves, Ghatkopar	1.8lac
2018-2019	Gupta Suraj Premchand	Mechanical Engineering	2018	Valtech Industries	1.8lac
2018-2019	Gupta Tejpratap Premnath	Mechanical Engineering	2018	J group Robotics Pvtr Ltd	1.8lac
2018-2019	Gupta Umeshchand Deepchand	Mechanical Engineering	2018	J group Robotics Pvtr Ltd	1.8lac
2018-2019	Gupta Vishal Ravindrprasad	Mechanical Engineering	2018	J group Robotics Pvtr Ltd	1.8lac
2018-2019	Gupta Yash Krishna	Mechanical Engineering	2018	J group Robotics Pvtr Ltd	2Lac
2018-2019	Jaiswal Vishal Krishnachandra	Mechanical Engineering	2018	J group Robotics Pvtr Ltd	1.8 Lac
2018-2019	Kadam Mohan Ganesh	Mechanical Engineering	2018	Bebitz Flanges Pvt Ltd	2.2Lac
2018-2019	Asami Shoaib Mustak	Civil Engineering	2018	Rehan Prestressing	2.2Lac
2018-2019	Agrawal Deepak Kalicharan	Civil Engineering	2018	Sai Datta Teal Infra	1.8 Lac
2018-2019	Ansari Bilal Atique	Civil Engineering	2018	Yardi Prabhu Builders	1.6 lac
2018-2019	Bidaye Amar Lingo	Civil Engineering	2018	Katriya Infrastrure	1.8 Lac
2018-2019	Bind Mukeshkumar Subhashchand	Civil Engineering	2018	PG Knfra Venture Pvt Ltd	1.8 Lac
2018-2019	Daga Kartik Vijaykumar	Civil Engineering	2018	Pughal Cordial	1.44Lac
2018-2019	Dhumal Kaustubh Bhaskar	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-2019	Ghag Aaditya Pramod	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-2019	Gupta Nitin Suryabali	Civil Engineering	2018	Amisha Associates	2.1lac
2018-2019	Husain Azhar Cheadi	Civil Engineering	2018	Amisha Associates	1.6 lac
2018-2019	Jaiswal Chedilal Gangaprasad	Civil Engineering	2018	Rehan Prestressing	1.8lac
2018-2019	Julaha Md Tarique Md Saeed	Civil Engineering	2018	Wemet Technologies	1.8lac
2018-2019	Ansari Mohd Kasim Mohd Amin	Electrical Engg	2018	Global Power Source group and company	1.8lac
2018-2019	Bharti Akash Kripashankar	Electrical Engg	2018	Projexon Softtech	1.8lac
2018-2019	Bhatkar Mohnish Dattatraya	Electrical Engg	2018	Grade Electricals Pvt Ltd	1.8lac
2018-2019	Chavda Jaymeen Jayesh	Electrical Engg	2018	Scrane Engg Works	1.8lac
2018-2019	Desai Abhishek Navin	Electrical Engg	2018	Zenith Dye intermediate Ltd	2Lac
2018-2019	Dmello Rocksun Ronald	Electrical Engg	2018	Troup Technology Pvt Ltd	1.8 Lac
2018-2019	Farooqui Faizanulhaque Abdulhaque	Electrical Engg	2018	Goel Power	2.2Lac
2018-2019	Gawas Mayuresh Lawoo	Electrical Engg	2018	Kone Elevator	2.2Lac
2018-2019	Ghadigaonkar Akshay Anant	Electrical Engg	2018	Pace Electrical Maintenance	1.8 Lac
2018-2019	Ghatge Pratik Raosaheb	Electrical Engg	2018	Family Business	1.6 lac
2018-2019	Gupta Ajay Surendra	Electrical Engg	2018	Waves Engineering	1.8 Lac
2018-2019	Hafizjee Ibrahim Taiyeb	Electrical Engg	2018	Falcon Techno Project	1.8 Lac
2018-2019	Ingale Megha Ajaysing	Electrical Engg	2018	Siemens	1.44Lac
2018-2019	Kadam Chetan Mahesh	Electrical Engg	2018	SRM Viraj	1.8 Lac

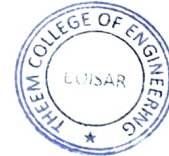


2018-2019	Kaliya Mujjafar Sultan	Electrical Engg	2018	Salco Extruction	1.8 Lac
2018-2019	Amare Vrushank Rajesh	Auto Mobile Engineering	2018	Karamtara Engg (G.E.T)	2.1lac
2018-2019	Ansari Shahbaz Siraj	Auto Mobile Engineering	2018	Chandan Steel Ltd (G.E.T Planning)	1.6 lac
2018-2019	Chate Subodh Nandkishor	Auto Mobile Engineering	2018	Emmanuel Auto (Assistant Mechanic)	1.8lac
2018-2019	Devrukhkar Aditya Ashok	Auto Mobile Engineering	2018	Sodexo (supervisor)	1.8lac
2018-2019		Auto Mobile Engineering	2018	Mahindra & Mahindra (Quality Assurance)	1.8lac
2018-2019	Haidery Mohammed Murtuza	Auto Mobile Engineering	2018	Sai Service (Service Advisor)	1.8lac
2018-2019	Ithape Chetan Navnath	Auto Mobile Engineering	2018	Lakozy Toyota (Sales consultant)	1.8lac
2018-2019	Kadam Aniket Durgesh	Auto Mobile Engineering	2018	J.K Files India Ltd (Quality Incharge)	1.8lac
2018-2019	Kakdiya Haresh Nathabhai	Auto Mobile Engineering	2018	Aquene Auto (Internship)	2Lac
2018-2019	Kale Himesh Jitendra	Auto Mobile Engineering	2018	Aquene Auto (Internship)	1.8 Lac
2018-2019	Kalekar Neil Vishwanath	Auto Mobile Engineering	2018	Hako Indian Pvt Ltd (Service engineer)	2.2Lac
2018-2019	Mantry Nikhil Vikas	Auto Mobile Engineering	2018	Hako Indian Pvt Ltd (Sales Engineer)	2.2Lac
2018-2019	Mirkar Adwait Abhay	Auto Mobile Engineering	2018	M R Construction Company	1.6 lac
2018-2019	Momin Fareez Sohail Ahmad	Auto Mobile Engineering	2018	Lupin	1.8 Lac
2018-2019	Naik Omkar Tukaram	Auto Mobile Engineering	2018	Arti Drugs	1.8 Lac



Principal
Theem College of Engineering
Solapur

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2022-2023	Shubh Jayesh Khandhar	Information Technology Engg	2022	Technological University Of Shannon Tus	Master Of Science In Software Design With Cyber Security
2022-2023	Km Saini	Auto Mobile Engineering	2022	Queen Mary University Of London	PGT
2022-2023	Chaitanya Krushna Mahale	Civil Engineering	2022	Mit-Adt University Pune	Construction Management
2022-2023	Vaibhav Avinash Mayekar	Electrical Engg	2022	Pace University	Ms In Cyber Security
2021-22	Harsh Bari	Civil Engineering	2021	National Institute Of Construction Management And Research Pune	Construction Management
2021-22	Krupesh Yogesh Shinde	Auto Mobile Engineering	2021	International University Of Applied Sciences Frankfurter Allee 73A Burlin	MBA
2021-22	Sane Varun Pradeep	Civil Engineering	2021	Vidyavardhinis College Of Engineering And Technology	ME In Structural
2020-2021	Kalekar Neil Vishwanath	Auto Mobile Engineering	2020	Griffith University	Master Of Professional Engineering
2020-2021	Mestry Mayuresh Sanjay	Auto Mobile Engineering	2020	Oxford Brooks University	Msc Motor Sports Engineering
2020-2021	Rishikesh Kelgandre	Auto Mobile Engineering	2020	Brunel University London	Msc Advanced Engineering Design
2020-2021	Maknojia Faisal	Information Technology Engg	2020	Loyalist College Toronto	AI & DS
2020-2021	Sarthak Bipin	Computer Engineering	2020	Northeast College Of Professional Studies Toronto	Msc Project Management Program
2020-2021	Devre Amey Anand	Mechanical Engineering	2020	Dublin City University	Meng. Mechanical & Manufacturing Engg.
2020-2021	Khatri Dhanesh	Civil Engineering	2020	Southern New Hampshire University	Manager In Graduate
2019-2020	Mayuddin Parkhetya	Civil Engineering	2018	University Of East London	Master Of Science In Civil Engineering
2019-2020	Ajmal Sajid Shaikh	Civil Engineering	2019	Bbw University Of Applied Sciences, Berlin	International Technology Transfer Management
2019-2020	Dhumal Kaustubh Bhaskar	Civil Engineering	2018	Sinhgad College Of Engineering Pune	Structural Engg.
2018-2019	Joad Mohammed Sohail Wajid Ali	Civil Engineering	2018	Amity University Mumbai	MBA (CPM)




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

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-23	HARDIK ANIL THAKUR	Auto Mobile	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	CHAITANYA TAMBVEKAR	CIVIL	2022	CORE ENERGY PVT LTD	25K PER MONTH
2022-23	MOHD ASIF	CIVIL	2022	SKAF CONSTRUCTION PVT LTD	1.8LPA
2022-23	SANIYA SIDDIQUE	CIVIL	2022	PWD CIVIL ENGINEER	1.2LPA
2022-23	KAUSHIK D NAIK	CIVIL	2022	TOYO ENGINEERING PVT LTD	1.8LPA
2022-23	Mukesh Dinesh Sawant	Auto Mobile	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Harsh Vilas Bhoir	Auto Mobile	2022	JMV Impex	2.16 LPA
2022-23	Shubham Pratap Mulik	Auto Mobile	2022	Workex	2.98 LPA
2022-23	Abdul Rehman Mohammed Hanif Saved	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Gauri Narhari Goregaonkar	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Himanshu jagdish khandelwal	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Mohd aarif	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	SHAIKH FAIZ MOHAMMAD	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shaikh Mohammed Rehan A Aziz	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Shubham	Civil Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Mohammad jeeban	Civil Engineering	2022	Mass Engineering	1.8LPA



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2022-23	Shaikh ahmed mohammed	Civil Engineering	2022	Star construction	3.0 LPA
2022-23	Shubham Krishnanand Dubey	Civil Engineering	2022	DORMAK INTERIO PVT LTD	27000 PER MONTH
2022-23	SUNASARA OWAIS MOHAMMED ALI	Civil Engineering	2022	A W CONSTN	1.8LPA
2022-23	Yadav chandan Sushilkumar	Civil Engineering	2022	Badshah baba realtors & developer llp	1.44LPA
2022-23	Anand Pawan Gupta	Computer Engg.	2022	Stetig consulting pvt ltd	4 LPA
2022-23	Chandan Ravindra Das	Computer Engg.	2022	EXCELR Solutions	2.8 LPA
2022-23	Dhwani Mahesh Sankhe	Computer Engg.	2022	EXCELR Solutions	2.8 LPA
2022-23	Nawaz Ayub Kapadia	Computer Engg.	2022	EXCELR Solutions	2.8 LPA
2022-23	Rufi Fakki	Computer Engg.	2022	EXCELR Solutions	2.8 LPA
2022-23	SHAIKH MOHD NOMAN MOHD KAMRAN	Computer Engg.	2022	NEO SOFT TECH	3.6 LPA
2022-23	Surya Gounder	Computer Engg.	2022	EXCELR Solutions	2.8 LPA
2022-23	Tousif Ashraf Mohammed Hanif Ansari	Computer Engg.	2022	Qspiders - Vasai Virar	3.0 LPA
2022-23	VISHWAKARMA ABHAY LALTAPRASAD	Computer Engg.	2022	NEO SOFT TECH	3.6 LPA
2022-23	GAIKWAD PRAJYOTI PRATAPSIKH	Computer Engg.	2022	Aarti Drugs LTD	3.0 LPA
2022-23	GAWAI AKASH DILIP	Computer Engg.	2022	InfraSoft Tech	2.5 LPA
2022-23	JADHAV KOMAL VASUDEV	Computer Engg.	2022	TCS	3.0 LPA
2022-23	JOSHI JASHPAL KIRTI	Computer Engg.	2022	BNP Rambas	3.0 LPA
2022-23	KATKAR PRATHAMESH SHASHIKANT	Computer Engg.	2022	Velocity Consultancy	2.5 LPA
2022-23	KHACHANE VAIBHAVI YUVRAJ	Computer Engg.	2022	Emtec Inc	3.6 LPA
2022-23	KHAN MOSIR MOIZ	Computer Engg.	2022	QualityKiosk Pvt Ltd	3.6 LPA
2022-23	NAIR ABHISHEK AJITH	Computer Engg.	2022	TCS	3.0 LPA
2022-23	NARKAR VED KIRAN	Computer Engg.	2022	snapwork	2.5 LPA
2022-23	PANDEY HARIOM HUMANATH	Computer Engg.	2022	HITACHI VANTARA	3.0 LPA
2022-23	PATIL PRADNYA SANJAY	Computer Engg.	2022	TCS	3.0 LPA



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2022-23	RAI SIDDHARTH BRIJESH	Computer Engg.	2022	TCS	3.0 LPA
2022-23	RAI VIVEK PRASAD CHANDRAPRAKASH	Computer Engg.	2022	NIMAP Infotech	2.8 LPA
2022-23	RAUT PAYAL MANGESH	Computer Engg.	2022	ControlCase	2.5 LPA
2022-23	ROSHAN DANISH BILAL	Computer Engg.	2022	HP	3.6 LPA
2022-23	ROSHAN SAAD MEHMOOD	Computer Engg.	2022	TradeBullSecurities Pvt Ltd	2.5 LPA
2022-23	SAWANT SHUBHAM SUNIL	Computer Engg.	2022	SL Consulting	2.6 LPA
2022-23	SHAIKH AYESHA ABDULLAH	Computer Engg.	2022	Servo	2.5 LPA
2022-23	SHAIKH MOHAMEDAMIN HAKEEKAHMED	Computer Engg.	2022	JIO	2.5 LPA
2022-23	SHAIKH MOHAMMED SALIF MOHD SAJID	Computer Engg.	2022	Mumbai Police	3.0 LPA
2022-23	SHAIKH SABIHANAZ FAZLE ALAM	Computer Engg.	2022	Capgemini	3.6 LPA
2022-23	SINGH HARSHRAJ NAGESH	Computer Engg.	2022	HP	3.6 LPA
2022-23	UPADHYAY ATULKUMAR KRIPASHANKAR	Computer Engg.	2022	Wipro	3.6 LPA
2022-23	YADAV DEVESH VINOD	Computer Engg.	2022	TCS	3.0 LPA
2022-23	Akshay	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Arekar Pooja Kiran	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Dhomane Shantanu Ramesh	Electrical Engg	2022	A1 Fench	2.16 LPA
2022-23	Mahesh Murlidhar Sawant	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Niraj Nandkumar Dalvi	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Nishchal Bhalchandra Dawane	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Prajyoth	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Sagar Janathe	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Saurabh Ramakant	Electrical Engg	2022	Petrocons Engineers &	3.0LPA



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	Sankhe			Consultants Pvt.Ltd	
2022-23	Shrikant Nitin Angre	Electrical Engg	2022	Petrocons Engineers & Consultants Pvt.Ltd	3.0LPA
2022-23	Dave Pratyush Manish	Electrical Engg	2022	MNM Solar Power System	2.5 LPA
2022-23	Kolekar Ganesh Sanjay	Electrical Engg	2022	The Oberoi Hotel	3.3 LPA
2022-23	Shaikh Arif Saeed	Electrical Engg	2022	Apar Cable solutions	2.0 LPA
2022-23	Sharma Suryaprakash Shivshankar	Electrical Engg	2022	Nevatia steel & Alloys Pvt.ltd	3.5LPA
2022-23	Shinde Saurabh Adhik	Electrical Engg	2022	Mumbai International Airport	3.78 LPA
2022-23	Singh Saurabh Rajesh	Electrical Engg	2022	MNM Solar Power System	2.5 LPA
2022-23	Shubh Jayesh khandhar	Information Technology	2022	Technological University of the Shannon: Midlands Midwest (TUS)	1.8 Lac
2022-23	Abdul Matin Kadri	Information Technology	2022	Neosoft Technologies Pvt. Ltd.	3.6 LPA
2022-23	Avinash Singh	Information Technology	2022	EXCELR Solutions	3.4 LPA
2022-23	Khan Rizwan Islam Khan	Information Technology	2022	EXCELR Solutions	3.4 LPA
2022-23	Ubaidullah Ansari	Information Technology	2022	EXCELR Solutions	3.4 LPA
2022-23	Ankit Tripathi	Information Technology	2022	Grups Automation	1.4 LPA
2022-23	Avinash Shivmurat Singh	Information Technology	2022	TSS Consultancy Pvt Ltd	3.0 LPA
2022-23	Hardik Panchal	Information Technology	2022	Spine Technologies India Pvt Ltd.	1.67 LPA
2022-23	Kinal Patel	Information Technology	2022	Wipro	3.6 LPA
2022-23	Manisha Choudhary	Information Technology	2022	Tudip Technology	3.0 LPA
2022-23	Mohd Sahil Bhait	Information Technology	2022	Emtec Technologies Ltd	3.0 LPA
2022-23	Namira Nisar Ahmed Shaikh	Information Technology	2022	Cancer Patient Aid Association	3.6 LPA
2022-23	Nancy Dubey	Information Technology	2022	Atishri	3.0 LPA
2022-23	Nimesh More	Information Technology	2022	KlickIT	2.5 LPA
2022-23	Novel Sanjay Ifar	Information Technology	2022	Paynext Private Ltd	3.0 LPA
2022-23	Omkar Ghatge	Information	2022	Accenture	3.6 LPA



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		Technology			
2022-23	Pankaj Sharma	Information Technology	2022	Intellect Software Solutions	3.0 LPA
2022-23	Paras Kushwaha	Information Technology	2022	Capgemini	3.0 LPA
2022-23	Patel Vivek Ketankumar	Information Technology	2022	Quinnox Consultancy Services	3.6 LPA
2022-23	Prachit Bipin Raut	Information Technology	2022	Clover Infotech	3.6 LPA
2022-23	Pritesh Patel	Information Technology	2022	Zeel Info	3.0 LPA
2022-23	Rizwan Rahim Sayed	Information Technology	2022	Sequaretek	3.0 LPA
2022-23	Sabista Shaikh	Information Technology	2022	Theem College of Engineering Boisar	2.5 LPA
2022-23	Sakshi Sankhe	Information Technology	2022	Infosys	3.6 LPA
2022-23	Swati Singh	Information Technology	2022	HIGH-BAR Techno Crat Pvt Ltd	3.0 LPA
2022-23	Aadil Shaikh	Mechanical Engineering	2022	Deepesh Engg.,Malad	1.80 LPA
2022-23	Abhishek Ramchandra Vishwakarma	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Akash baban Sonikar	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Altamash Jamil shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Aman Malvi	Mechanical Engineering	2022	Sunrack Enterprises	1.80 LPA
2022-23	Aniket More	Mechanical Engineering	2022	Excel Rsolutions	CTC 3.4 LPA
2022-23	Ankit Ashish Jaiswal	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Ansar Mohammed Saad Moin Ahmed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Ansar Saad	Mechanical Engineering	2022	A1-Fench	CTC 2.4 LPA
2022-23	Arman Memon	Mechanical Engineering	2022	A1-Fench	CTC 2.4 LPA
2022-23	Arsalan aftar shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Arsalan Shaikh	Mechanical Engineering	2022	Roop ultrasonic ,Andheri	1.80 LPA
2022-23	chauhan Pritam Dinesh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA



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2022-23	Daivik Sheth	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Faisal Shah	Mechanical Engineering	2022	Evans Engineering PVT.LTD.Boisar	2.4 LPA
2022-23	Jayesh Shivaji Sawant	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Jiten Nagendra Das	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Khan Ajaz Ramzan	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kiran Prakash Gurav	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kohini Mahesh Saini	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Krutik Mahesh Naik	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kunal Ganesh Kudu	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Kunal Raut	Mechanical Engineering	2022	Aarti drugs pvt.ltd., Boisar	1.80 LPA
2022-23	Mohammad Ismail Ridwan Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Mohammad sahil Faiz Ahmad	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Mohammed Firoz Mohammed Saleem Khan	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Momin Tanveer Anjum Abdul Rasheed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Onkar Kailas Pagdhare	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Parikshit Premchand Bhardwaj	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Prashant Sanjay Patil	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Rhulik Kishor Patil	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Rushaid Ahmed Chaudhary	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	SAINATH KISHAN KADAM	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shahfaisal Mobin Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shaikh Ismail	Mechanical Engineering	2022	Aarti drugs pvt.ltd., Boisar	1.80 LPA
2022-23	SHAIKH RUMAN	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA



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	MUSTAQUIM	Engineering		Consultants Pvt.Ltd	
2022-23	Shaikh Saeem Shaikh Naeem	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Shrikant Tarinicharan Patro	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Siddiqui Faiz Muhammed	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Swaroop Anil Kandalkar	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Tousik Rafik Shaikh	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Usmangani Ismail Patel	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Venkatesh kondaparthi	Mechanical Engineering	2022	A1-Fench	CTC 2.4 LPA
2022-23	Vighnesh Ramesh kor	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Yashesh Jitendra Patel	Mechanical Engineering	2022	Petrocons Engineers & Consultants Pvt.Ltd	CTC 3 LPA
2022-23	Abhishek Viswarkarma	Mechanical Engineering	2022	HVAC Engineers,Kandivali east	2.4 LPA
2022-23	Arsalan Aftab Shaikh,	Mechanical Engineering	2022	Marine Electricals (India) Ltd, Goa	2.4 LPA
2022-23	Balaji T	Mechanical Engineering	2022	BTPL Textiles pvt ltd	4.7 LPA
2022-23	Ibadullah Khan	Mechanical Engineering	2022	Shreenath Vehicals KIA ,Malad	2.4.LPA
2022-23	Jeel Patel	Mechanical Engineering	2022	Forever Living India Pvt.Ltd.	3 LPA
2022-23	MORE ANIKET	Mechanical Engineering	2022	Suresh Engineering Work's ,Palghar	1.4 LPA

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2023	SHUBH JAYESH KHANDHAR	IT	2022	TECHNOLOGICAL UNIVERSITY OF SHANNON TUS	MASTER OF SCIENCE IN SOFTWARE DESIGN WITH CYBER SECURITY



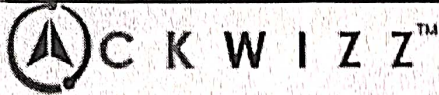
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NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

2023	KM SAINI	AUTOMOBILE	2022	QUEEN MARY UNIVERSITY OF LONDON	PGT
2023	CHAITANYA KRUSHNA MAHALE	CIVIL	2022	MIT-ADT UNIVERSITY PUNE	CONSTRUCTION MANAGEMENT
2023	VAIBHAV AVINASH MAYEKAR	ELECTRICAL	2022	PACE UNIVERSITY	MS IN CYBER SECURITY



Your partner in compliance and operations

TSS Consultancy Pvt. Ltd.

Registered and Corporate Office: 602/603, A Wing, Tradelink Bldg., Kamala Mill Compound, Lower Parel, Mumbai-400013

7120MH2005PTC153186

Email: hr@tssconsultancy.com

Phone: +91 22 61641181/140

Date: 02-08-2023

AVINASH SINGH

Mobile: +91 8208319684

Email: avinashsingh9657@gmail.com

Ref No : HR/02082023-02

Dear AVINASH,

TSS Consultancy Pvt. Ltd. is pleased to confirm an offer of employment to you as "Associate Business Analyst" in our Company and your joining date is on 07-08-2023. The details of our offer are as follows:

Compensation and Benefits:

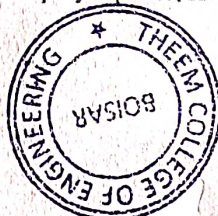
- Your Cost to Company (CTC) will be at the annual rate of Rs [REDACTED] less applicable deductions (Indicative CTC breakup attached in Annexure 1), payable in accordance with the applicable laws and the Company's practices.
- The Company observes holidays as per its own calendar which will be shared with you.
- You will be entitled for 11.5 days paid leaves during probation period (which needs to be consumed during probation period), in addition to the Company holidays.
- You are on a Probation period for Six Months, and after that we may offer you Permanent employment based on your performance.
- In addition to the CTC, you will be provided with a health insurance cover of Rs 1 lac which will be effective from immediate next month of the joining date.

Working hours:

- You are expected to work 6 days a week, Monday to Saturday, all Saturdays will be working during the probation period, except holidays observed by the firm. In view of the nature of our business, it may become necessary to sometimes require you to work at other times to support our clients. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.
- You agree to work from any office of TSS or Customer of TSS located on all India basis.
- Your notice period will be 15 days.

Confidential Information & Intellectual Property Rights:

- Employee acknowledges that it will, in the course of performing the Services, be exposed to, have access to or acquire information and materials that are proprietary to or confidential to TSS and its Clients or to third parties to whom TSS owes a duty of confidentiality. The Employee shall hold such Confidential Information in strict confidence and shall not, without TSS's prior consent, copy, reproduce, sell, assign, license, market, transfer, disclose or otherwise dispose of any Confidential Information to any person, company etc.
- The Employee acknowledges that any work including without limitation any inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment, employee shall assign to the Employer all the Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works, and Employer shall thereon have all the necessary rights to retain it.



ABAR (S)



INTELLECT
SOFTWARE SOLUTIONS

INTELLECT SOFTWARE SOLUTIONS PVT. LTD.

A-104, Western Edge II, Western Express Highway, Borivali (East), Mumbai - 400 066.
Email : Info@Intellectsoftwares.com • Website : www.Intellectsoftwares.com
Tel. No. : +91 21 28707900 / 9867607160

Date: - 01/06/2023

To,
Mr. Pankaj Sharma,

Appointment Letter

Dear Pankaj,

Subsequent to the meetings between Intellect Software Solutions Pvt. Ltd. and you, we are pleased to make an Offer of Employment on the following Terms & Conditions:

1. **Appointment**

- a. You shall be appointed to the position of **Junior Flutter Developer** in our organization effective from **1st June 2023 at 09:00 AM.**
- b. You shall be based in Mumbai city.
- c. As per Company regulations you are required to furnish, before joining documentary proof of your last drawn salary and educational qualification and work testimonials.

2. **Remuneration**

- a. Your Gross Salary per month would be Rs 25,000/-
❖ **(Rupees Twenty-Five Thousand Only)**
- b. Commission, Communication, Conveyance and other Expenses, if any, will be reimbursed as per the Company Policy.
- c. Tax will be deducted at source as per Tax Laws applicable from time to time.

3. **Terms and Condition**

- a. As a **Junior Flutter Developer**, the company will provide you the required training and support which will help you develop your knowledge and for the same you agree to be in service of Intellect Software Solutions Pvt. Ltd for a period of minimum **One Year**. However, If for any reason you decide to leave the services of the company before the **One Year period** is complete, the company will be entitled to claim training costs incurred on you during this time.
- b. You will be on Probation for a period of **Six months** from your date of joining. Based on your performance, your services will be confirmed in writing at the end of your probation period, If your services are found to be satisfactory. The company may extend the probation period at its discretion. The employee will be deemed to be on probation till confirmation order is issued.





SIEMENS
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And Distributor



www.grupsautomation.co.in

+91 98202 54611 / +91 98194 48441

grups@grupsautomation.in

Date: 29.08.2023.

To,
Mr. Ankit Tripathi
A-101, Vaibhav Kutir BLFG No-3,
Agashi Road, Behind Central Park,
Gokul Township, Virar West
Mobile: 7559351112.

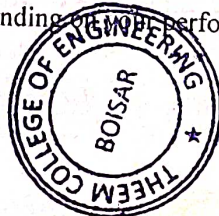
Sub: Letter Of Appointment for the Post of: Jr. IT Engineer

Dear, Ankit Tripathi

We have pleasure in appointing you as **Jr. IT Engineer** in our Company on the under mentioned.

Terms & Conditions:

- 1) Your initial period of probation shall be of **minimum 6 months**, with effect from the date of **appointment letter**. The said period can be extended for a further period as the Management may deem fit and you will be informed in writing to that effect.
- 2) You will be paid a CTC **Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand Only.)**[Less legal Deductions Per IT Act & Others as Applicable] per year. Revision in your salary in future will be at the sole discretion of the Management based on your performance.
- 3) You will join the services of the Company not later than **1st September 2023** at Vasai.
- 4) You shall perform all duties that you may be required to perform and shall also perform such other duties as may be assigned to you by your superiors from time to time.
- 5) You shall work conscientiously, loyally and faithfully to the best of your ability and shall safeguard the interest of the Company at all time.
- 6) Upon termination of your employment you will return to the Company all tools, papers, documents, any forms of data and other articles and copies thereof belonging to the Company, which may, at any time, be in your possession.
- 7) You shall not use reveal, disclose or publish information that is likely to go against the interest of the Company, during or after complying with necessary relieving formalities.
- 8) If you are absent without permission for more than 3 days, it will be assumed that you have abandoned your duties and your employment with the Company will automatically stand terminated.
- 9) At the end of the initial period of your probation, it will remain extended unless otherwise informed in writing by the Company Management of its decision to confirm you as a permanent employee.
- 10) You are to abide by the Company rules and regulations in force from time to time.
- 11) Increment of salary will be depending on your performance and your senior reports.





To
Mr. Hardik A Panchal
K4A-402, Garden Avenue K,
Global city, opp. Club one,
Virar (West) - 401303.

Date: 01/07/2023

Subject: Offer Letter

Dear **Mr. Hardik**,

With reference to your application and subsequent interviews held with you, we are pleased to offer you the post of "**Implementation Engineer**" W.E.F, **3rd July 2023 (Monday)** at our **Corporate Office (Mumbai)**.

Your **Monthly salary** will be **Rs.13,650 /-** (**Rupees Thirteen Thousand Six Hundred and Fifty Only**) subject to various deductions as per the companies & government policies.

The offer of appointment is based on the information furnished by you regarding your qualification, experience & upon the necessary documents.

If the information is found to be false and/if any adverse information comes to the knowledge of the management, then this offer is deemed to have been withdrawn & you shall have no claim of any nature whatsoever on the company in this regard.

As a process of joining the organization will conduct your background verification from the information shared by you.

This offer letter will be auto cancelled in case of non-acceptance of the offer within 24 hours post receiving this letter.

We thank you for your interest in seeking a career with us & hope you will have a successful career with us.

Best Regards

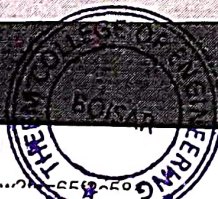
For Spine Technologies (I) Pvt Ltd

Human Resources



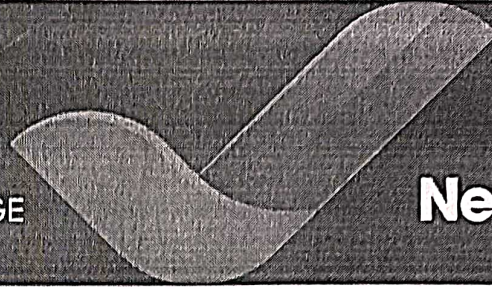
Spine Technologies (India) Private Limited
407-408, 4th Floor, Ddefinity, Plot no 364,
Jai Prakash Road no.1, Goregaon (East), Mumbai - 400063, India
CIN: U72900MH2004PTC144835 UDYAM - MH - 19 - 0028396

call +91 22 42132248
enq@spinetechologies.com
www.spinetechologies.com



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8

Mr. Abdul Matin Kadri

01 / A- wing, Satrunjay Ho. So., Station road, Nallsopara west
Mumbai City - 401203,
Maharashtra.

8th Jun 2023

Offer Confirmation

Dear Abdul Matin,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "**Trainee Engineer**" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on **12th Jun 2023**

Joining Location: Prabhadevi - Business Arcade (9th Floor)

During your training period for the first three months from the date of joining, you will get a stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company would be **Rs.3,60,000/- Per Annum (Three Lac(s), Sixty Thousand(s) Rupees Only)**. This comprises of your salary and Performance Linked incentives and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 Months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

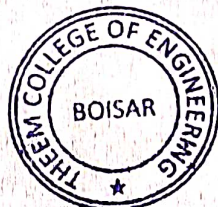
We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,

NeoSOFT Private Limited

Anjan Ghure

Manager



Delta Enterprises

GST NO.: 27FSIPS7543K1ZW

PAN NO.: FSIPS7543K

MSME/UAM NO.: MH19E0074460

Ref.: _____

Date: _____

Date: 12th Feb. 2024

To

Mr. Mohd Fazal Zaimuddin Ansari,

Mob: 9021247017

Email: mdfazal20da@gmail.com

Sub.: Offer Letter.

With reference to your interview and subsequent discussion you had with us. The management is pleased to offer you the post of "Billing Engineer" in our organization for projects of "Kalpataru Panvel and other locations. You can be transfer to any other sites of our organization in any circumstances or it depends on situation. Your appointment takes effect from on 15th Feb.2024 and remunerations will be Rs. 6.60Lac rupees P.A. with CTC and all-inclusive and continuity will be decided as per your performance.

We want to welcome you in our organization and look forward to your contribution to the growth of the organization and yourself. Your work responsibilities like entire project/site Billing, BBS, reconciliation, Cost analysis and client co-ordination for billing, costing, budgeting, analysis, profit & loss of the company and so on. Also, you have to handle all the works related to your work profile as a Billing Engineer of project. You shall be on probation for two months from date of joining in our company. You will abide by the rules and regulations of the company as may be in force from time to time. You have to serve and complete 30 days' notice period from the date of intimating to the Head of department and HRD regarding leaving of our organization.

We expect you to join the organization at the earliest. The Company looks for a long-term association with all its employees and expect the same from you.

Sincerely,



Delta Enterprises.

Authorized Signatory.

[Handwritten Signature]
19/02/24





CORE Energy Systems Pvt. Ltd.

Date: 25th April 2023

Mr. Chaitanya Tambvekar

S/O Jayant tambvekar, TYPE - II- D/1,
TAPS Colony, Salgaon Thane,
Maharashtra - 401504

Our Ref: BARC/E220353/XXI

Offer letter

Dear Chaitanya Tambvekar

This is with reference to the interview you had with us. It gives us immense pleasure to inform you that you have been appointed for the position of "Safety Supervisor" in BARC – Tarapur Contract.


A detailed appointment letter with Break-up of your salary would be handed over to you after 15 days from your date of joining.

Your posting location is BARC – Tarapur your date of joining site 24 March 2023. You are requested to bring the necessary documents as mentioned in the attachment at the time of joining.

BARC & CORE reserves the right to terminate the full contract or a part of at any time without assigning any reason. Kindly acknowledge the receipt of this letter as your acceptance.

Thanking you and looking forward to welcoming you in CORE.

Yours truly,
For CORE Energy Systems Pvt.Ltd.


Authorised Signatory
CORE Energy Systems Pvt. Ltd.

Mr. Dipesh Sawant
AGM - HR

I, Mr. Chaitanya Tambvekar agree to accept employment as per the terms of offer letter mentioned above & have understood the terms and conditions explained and as per undertaken BARC from 24th March 2023.
Signature: _____ Date: _____

CIN: U29120MH2004PTC146779

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turnkey
solutions

engineering
nuclear
solutions

CORE[®]
Energy Systems Pvt. Ltd.
ISO 9001:2015 / ISO 14001:2015 / ISO 45001:2018

Registered Office : WeWork Enam Sambhav, C - 20, G Block Road, G Block BKC, Bandra (E), Mumbai, Maharashtra 400051, INDIA
Corporate Office : Rupa Solitaire, Office Unit 1501, Abrium A, Sector No 1, Plot A1, Millenium Business Park, Mahape, Navi Mumbai - 400 710, Maharashtra, INDIA. Tel: +91-22-6985 3800.
Overseas Office : 26, Easington Drive, Lower Earley, RG6 3XN, Reading, U.K. Tel: +44 7834082915, Fax: +44 11 89668911
Works : Plot No. W-150, Phase II, MIDC, Sgaon, Dombivli East, Thane 421201, Maharashtra, INDIA



sales@core.co.in

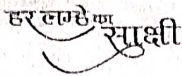
www.core.co.in





DORMAK INTERIO PVT. LTD.

Regd. Address : Khasra No. 1103, Bankay Bihari Industrial Area,
Gram-Dhera, Jatawali, Jalpur-303806 • Cont No :- 0141-2231541, 9251441023
Website :- www.dormak.com • Email :- info@dormak.com
GSTIN No. : 08AADC5042R1Z9



Ref. No.: DiPL/23 24/029

Dated: 19th Dec, 2023

To:

Dear Mr. Shubham Krishnanand Dubey

West Mumbai

Mob No 7977800699

shubham3396@gmail.com

This has reference to our earlier interviews. We are pleased to offer you the position of Site Engineer in our organization under the following terms and conditions:-

- Your appointment will be effective from 20th Dec, 2023
- Your salary will be Rs. 27,000-00 (Rupees Twenty Seven Thousand) per month.
- You will be on probation for a period of three months from the date of joining or will continue to be on probation unless confirmed in writing.
- You will be entitled to public holidays as per the company's list of public holidays.
- You will be entitled to casual and earned leaves as per the prevalent regulatory norms and company policy
- You will be responsible for maintaining confidentiality of all transactions relating to your assignment.
- It is clearly understood that you will carry out your duties diligently, honestly and efficiently. The company reserves the right to terminate your services without notice if it comes to knowledge that you have indulged in any act of negligence or dishonesty or any act detrimental to the interests of the company. This is without prejudice to the right of the company to claim damage from you.
- In case your services are terminated as aforesaid, all incentives and other benefits, which you may be entitled to on usual termination, would be deemed to be automatically disallowed and void and the company (without prejudice to its right to claim damages from you) would not be liable to pay any of the benefits.
- The company shall be the sole authority to decide whether you have been guilty of any lapses as stipulated in this clause.
- During the first year of employment, your performance will be reviewed per company policy
- During your employment, you will be required to follow and honour relevant Company Policies, Employment Agreements and the prevalent Protocols for Workability. You will be familiarized with all such agreements, protocols and policies during your induction.
- You will need to open a savings account at the designated branch of a Bank specified by the company within 1 week from the date of joining the company and give your savings account number at this specified bank to the company's accounts department, to enable the company to pay your salary and other payments to be made to you directly into your account. Alternatively, you may request the Human Resources Department to open a Salary Account with our Bankers for which you will need to complete certain documentation.
- All materials such as training materials, other company equipment which will be entrusted to you to assist you in performing your duty should be maintained in proper working condition at all times. Please

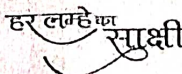
CONFIDENTIAL AND INTENDED FOR THE EYES OF THE ADDRESSED RECIEPIENT ONLY.

Page 1 of 2

THE DOOR PEOPLE

DORMAK INTERIO PVT. LTD.

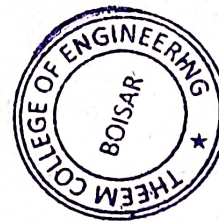
Regd. Address : Khasra No. 1103, Bankay Bihari Industrial Area,
Gram-Dhera, Jatawali, Jalpur-303806 • Cont No :- 0141-2231541, 9251441023
Website :- www.dormak.com • Email :- info@dormak.com
GSTIN No. : 08AADC5042R1Z9

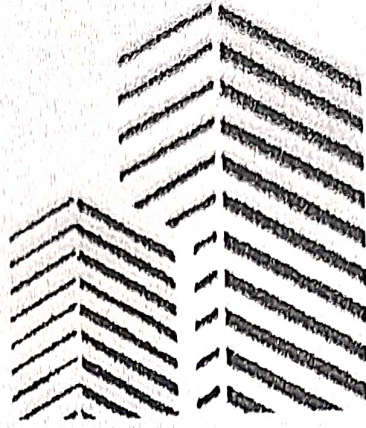


- Separation of service is subject to a notice of minimum of one month from either side and in the absence of sufficient notice; your salary is liable to be deducted.
- You will be required to sign Invention Assignment, Confidentiality and Specific Restrictions Agreement to commit yourself to protect the intellectual Property rights of the company.

You're signing the duplicate copy of this letter and signing of the documents listed under clause 20 above will be considered as acceptance of this position on aforesaid terms and condition.

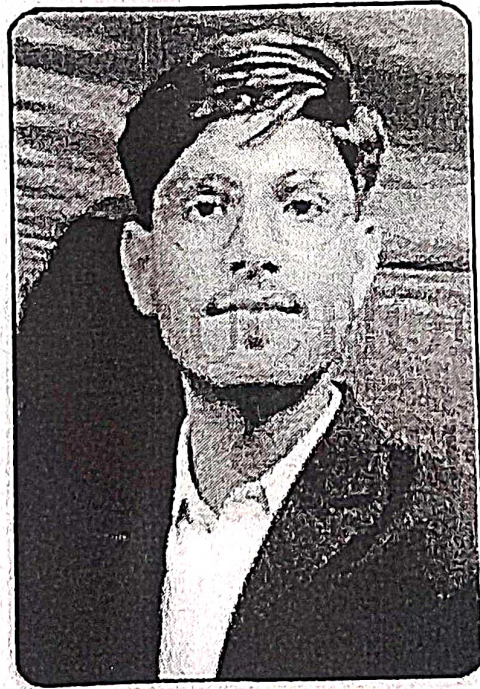
Please sign the duplicate copy of this letter and return the same for our records, if this offer is accepted by you, within 7 working days of receiving this offer letter.





SKAF CONSTRUCTION PVT. LTD

ENGINEERS & CONTRACTORS



Mr. Mohd Aarif

Designation: Junior Engineer

DOB : 17/08/2000

Blood Group : A+

Mob. No. : 9112866185





TOYO ENGINEERING INDIA PRIVATE LIMITED
Toyo House, L. B. S. Marg, Kanjurmarg (W), Mumbai - 400078
Toyo Technology Centre, 71, Kanjur Village Road, Kanjurmarg (E), Mumbai - 400042



NAME : KAUSHIK D NAIK

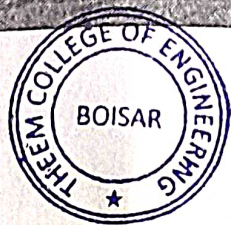
DOB | BG : 20/04/1999 | O+VE

DOJ : 20/09/2022

EC : 21333

DIV-DEPT : CONS-CEP

USED SIGNATORY



Date: 27 April 2023

Private & Confidential

Raza Bhati

Present Address: 203 mira tabassum Pooja nagar mira road east - 401107
Permanent Address: 203 mira tabassum Pooja nagar mira road east - 401107
Email Address: bhati1997@gmail.com
Contact Number: 9987950100

Subject: Appointment Letter

Dear Raza Bhati,

We are pleased to inform you that you are hereby appointed as **Project Manager** with Singularity Furniture Private Limited (**SFPL**) to be based at **Mumbai**.

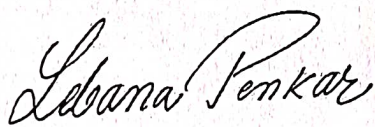
Your total remuneration / cost to company will be an amount of **Rs.585600 Rupees Five Lakh Eighty Five Thousand Six Hundred Only**, as detailed in the Annexure enclosed herewith and your date of commencement of employment is **01 April 2023**.

Your employment with the Company shall be governed by the provisions of this Appointment Letter, the Terms of Employment and the extant policies of the Company, as in force from time to time.

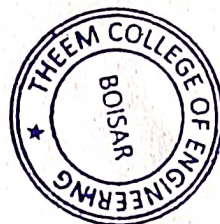
We welcome you to the Singularity family and look forward to having a long and mutually beneficial association with you.

Thank You,

Yours truly,
For Singularity Furniture Private Limited



Lebana Penkar
Senior Vice President – Human Resources
Encl.: As above



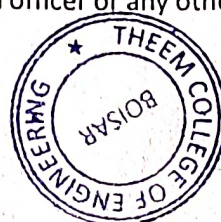
To,

Rithik Mishra

Sub: Offer of Appointment for the Post of Trainee Engineer - Execution

Dear Rithik,

1. This is with reference to your application for employment and subsequent interview that you had with us; we are pleased to offer you appointment as **Trainee Engineer - Execution** in our organization, with effect from **11 July 2022**, on consolidated salary of **Rs. 19018 (Rupees Nineteen Thousand and Eighteen Only)** per month. (Annexure I).
2. The management reserves the right to bifurcate the salary merging or bifurcating with any other allowance/allowances. The terms and conditions of your service are subject to the policy of the Company from time to time.
3. You shall bear your own taxes, that shall be deducted from your salary and/or other emoluments.
4. Increments will not be automatic and will depend upon your performance and at the sole discretion of the company/ firm. Bonus: The amount mentioned in your CTC as Bonus is performance bonus and will be subject to your performance and management approval.
5. You would be covered under payment of gratuity act 1972, if applicable.
6. You will be reporting to any person as communicated by the Company/firm from time to time. The Management reserves the right to assign you to any other designated reporting head or such duties and responsibilities, both inside and outside the office premises, as may consider expedient and advisable, from time to time in the Company's/Firm's interest.
7. Group Insurance Policy: You will be covered under our Group Personal Accident Insurance Policy, and will be governed by the rules and regulations framed under such policies as applicable from time to time.
8. Group Mediclaim Policy: You would be covered under the Group Mediclaim Policy as per Company norms which may change from time to time.
9. **Probation**
 - a. You will be on probation for a period of six months from the date of your joining; thereafter the probation period may be extended at the discretion of the management. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. You will continue to be on Probation until you receive a confirmation letter from us, which will be subject to satisfactory job performance, good conduct and behavior. During the probation period your services are liable to be terminated by giving 15 days' notice or payment in lieu thereof.
 - b. You are entitled to 5 days leave during the probationary period. Availing any leaves will be as per the leave policy of the Company/Firm, and subject to approval by the respective approving authority.
10. Medical Examination: Your appointment is subject to you being declared as medically fit and healthy by the Company/ Firm's Medical officer or any other medical authority identified by the Company/firm from time to time.



21-22
Date: 27 April 2023

Private & Confidential

Raza Bhati

Present Address: 203 mira tabassum Pooja nagar mira road east - 401107
Permanent Address: 203 mira tabassum Pooja nagar mira road east - 401107
Email Address: bhati1997@gmail.com
Contact Number: 9987950100

Subject: Appointment Letter

Dear Raza Bhati,

We are pleased to inform you that you are hereby appointed as **Project Manager** with Singularity Furniture Private Limited (**SFPL**) to be based at **Mumbai**.

Your total remuneration / cost to company will be an amount of **Rs.585600 Rupees Five Lakh Eighty Five Thousand Six Hundred Only**, as detailed in the Annexure enclosed herewith and your date of commencement of employment is **01 April 2023**.

Your employment with the Company shall be governed by the provisions of this Appointment Letter, the Terms of Employment and the extant policies of the Company, as in force from timeto time.

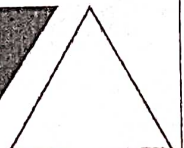
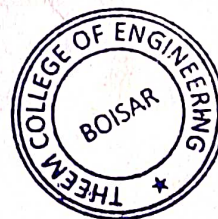
We welcome you to the Singularity family and look forward to having a long and mutually beneficial association with you.

Thank You,

Yours truly,
For Singularity Furniture Private Limited



Lehana Penkar
Senior Vice President – Human Resources
Encl.: As above



16 March 2023
Application Reference: TUSASK0323

Conditional Offer Letter

Dear Shubh Jayesh Khandhar,

We are delighted to inform you that your application to study at **Technological University of the Shannon: Midlands Midwest (TUS)** in September 2023 has been approved. We are now in a position to issue you with a Conditional Offer Letter as detailed below:

Programme Title: Master of Science in Software Design with Cyber Security (Level 9)

ILEP Code: 0380/0112

Start Date: September 2023

Campus: Athlone Campus

Duration: 1 Year

Programme Fee: €14500

Scholarship Awarded: Academic Scholarship - €2500

Tuition Amount: €12000

Conditions:

1. Receiving full original transcripts of final exams
2. Making full payment of tuition fees
3. Submission of final graduation certificate

Once these conditions are met, you will be issued with a "Full Offer Letter", confirming your place.

Secure your place on this programme:

You should place a €1000 deposit within 21 days to secure your place. Your deposit is due by 06/04/23. Please note that this deposit will be deducted from your tuition fee.

Payment:

Payment terms are strictly in advance of course start date. The student will not be allowed to start unless all fees are paid in full in advance. Please make payment through the following online service: tusathlone.flywire.com and ensure that you quote your application reference number.

My colleagues and I look forward to welcoming you to TUS Athlone Campus in September 2023.

Yours sincerely,



Mary Simpson
Director of International Relations
TUS Athlone Campus





TUS

Technological University of the Shannon:
Midlands Midwest
Ollscoil Teicneolaíochta na Sionainne:
Lár Tíre Iarthar Láir

www.tus.ie

TUS Additional Information

Secure your place on this programme:

You are required to place a deposit within 21 days to secure your place*

Please note that this deposit will be deducted from your tuition fee. Failure to pay the deposit on or before the date set on your conditional offer will declare your offer void.

- Students studying an undergraduate programme are required to pay a €500 deposit
- Students studying an postgraduate programme are required to pay a €1000 deposit.

**Deposits will be required within 10 days for some of our most in demand programmes – this timeline will be clearly communicated to students and the information will be reflected on your conditional offer*

Method of Payment

TUS has collaborated with Flywire to provide you with an easy and secure method of sending international fee payments. To make your payment, please proceed to the payment link that has been included in your conditional offer letter.

It is extremely important to include your TUS reference number on all transactions to ensure the payment can be linked to your application.

Cost of Living:

Accommodation and living costs are additional expenses. The average cost of living for one academic year is approx. €10,000.00 (total living expenses). It is extremely important to book accommodation early and **prior to arrival**. The International Office will provide further information on accommodation options in the coming weeks.

Refund Policy

Deposits are non-refundable. The only instance where the fee paid will be refunded in full (minus a €150 administration charge) is where a student fails to meet the academic conditions outlined in their conditional offer, a student visa is refused or an issue arises that relates to a medical illness. Students will need to provide supporting documentation in any of the aforementioned cases.

Medical Insurance

Non-EU students must purchase private medical insurance and advice on options available to Non-EU students is available from the international office. Please email international@tus.ie for more information.

If you have any queries regarding any of the above, please do not hesitate to contact the International Office at international@tus.ie. We are more than happy to help in whatever way we can.





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UNIVERSITY
PUNE, INDIA
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CHAITANYA KRUSHNA MAHALE
M.Tech (Construction Management)

ADT23MGTM1015

Batch Year: 2023 to 2025

Registrar, MIT ADT University

MIT College of Management

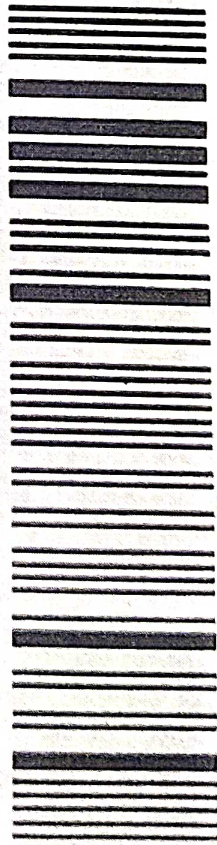


Queen Mary
University of London

PGT

230751743

KM SAINI



0235930202

Valid to:

SEP 2024

PACE UNIVERSITY

Office of Graduate Admission

One Pace Place
New York, NY 10038
Phone: (212) 346-1531

Vineyard House
861 Bedford Road
Pleasantville, NY 10570
Phone: (914) 422-4283

graduateadmission@pace.edu
www.pace.edu

August 10, 2022

Mr. Vibhav Avinash Mayekar
Pace University NI Aryavarta NI Complex, Dahisar East
Mumbai, Maharashtra 400068
India

Dear Mr. Mayekar,

Congratulations! On behalf of the faculty of the Seidenberg School of Computer Science and Information Systems, I am pleased to inform you that you have been accepted to the MS in Cyber Security program for the Fall 2022 semester.

At Pace University, we are particularly proud of the emphasis our faculty places on teaching excellence, our small class sizes, and the extensive support services available for our students. We are confident that you will find your Pace experience rewarding.

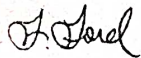
All admitted students are required to submit a deposit of \$200 in order to reserve a place in the class. Please pay your non-refundable deposit online by August 1, 2022 for the Fall 2022 semester. This deposit will be applied toward your Fall 2022 tuition. To ensure a seamless onboarding, we also encourage you to review the Next Steps tab for additional instructions as you prepare to join the Pace community.

Please check your Application Dashboard page to confirm that Pace University has received all required application credentials. You will not be permitted to register beyond your initial semester of enrollment unless we have received the missing documents.

Please note that you must meet with an academic advisor before registration. You may contact the Seidenberg School of Computer Science and Information Systems at seidenberginquiry@pace.edu or (212) 346-1687. You will be advised of degree requirements, prerequisites, and your course schedule.

On behalf of the Admission Committee, I extend our best wishes for success and look forward to welcoming you to Pace University and the Seidenberg School of Computer Science and Information Systems.

Sincerely,



J. Ford
Admission Director
Graduate Admission

Application ID #: U01874867



H. J. THIM TRUST'S
THEEM COLLEGE OF ENGINEERING

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Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

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2021-2022



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5.2.1 Placement of outgoing students and students progressing to higher education during the 2021-22

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2021-22	RITIK MISHRA	CIVIL	2021	SHREERAJ DEVELOPER LLP	19018 PER MONTH
2021-22	Ansari Sameer Faruq	CIVIL	2021	ARIHANT DEVELOPERS	1.8LPA
2021-22	Bari Harsh Bharat	CIVIL	2021	SHUBH ASHISH DEVELOPERS	1.8LA
2021-22	Chaudhary Saquib Mohd Athar	CIVIL	2021	CHANDAK GROUP	1.8LPA
2021-22	RAZA BHATI	CIVIL	2021	SINGULARITY FURNITURE PVT LTD	585600 KPA
2021-22	Mr Vinay Ramayan Chaurasia	Civil Engineering	2021	RDC	1.8LPA
2021-22	Chawhan Siddharth Ramakant	Civil Engineering	2021	AVP PMC	1.8LPA
2021-22	Ansari Faisal Ahmed Atiqur	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Ansari Noman Shamsuddin	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Arekar Jayesh Kishor	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Bhavsar Sumedh Sanjay	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Chavan Aniket Anil	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month



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2021-22	Chavda Bhavik Laxman	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Dubey Gautam Akhilesh	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Gaikwad Saurav Naresh	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	Nilesh Vijay	MECHANICAL Engineering	2021	Kunal House wares pvt ltd	17.5 per month
2021-22	pradeep kumar	MECHANICAL Engineering	2021	TCS	3.4 LPA
2021-22	praduman gupta	Information Technology	2021	Capgemini	4 LPA
2021-22	raj Kumar yadav	Information Technology	2021	test Yantra software Sol PVT LTD	2.4 LPA
2021-22	Rishana Shiren	Information Technology	2021	Jacos Solutions PVT	2.5LPA
2021-22	Rithik Mishra	Information Technology	2021	Shri Raj Developers	19k per month
2021-22	Raut Prachit Bipin	Information Technology	2021	Wipro	2.25LPA
2021-22	Sankhe Hrishikesh Sushilkumar	Information Technology	2021	Wipro	2.25LPA
2021-22	Sayyed Hashim Amir Ahmed	Information Technology	2021	Wipro	2.25LPA
2021-22	Shah Mohd Jasir Javed	Information Technology	2021	Wipro	2.25LPA
2021-22	Saad Roushan	Information Technology	2021	Wipro	2.25LPA
2021-22	sakhi manoj singh	Information Technology	2021	Servosys Solution	2.4LPA



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2021-22	Pawar Diksha Dilip	Information Technology	2021	TCS	3.6 LPA
2021-22	Rathod Aakansha Pratap	Information Technology	2021	TCS	3.6 LPA
2021-22	Sania Sheik	Information Technology	2021	TCS	3.6 LPA
2021-22	Shubham Savant	Computer Engg.	2021	ACTY System	3.65 LPA
2021-22	Suraj Patil	Computer Engg.	2021	Eagle Bug Scan	15 per month
2021-22	osama Sheik	Computer Engg.	2021	Hexaware	4LPA
2021-22	vaibhavi	Computer Engg.	2021	Emtec	4.5LPA
2021-22	Vinayak	Computer Engg.	2021	axtysystem	3.65 lpa
2021-22	Vivek Patel	Computer Engg.	2021	Qinnox	3.74
2021-22	Asia Kazi	Computer Engg.	2021	Libra Valuers	1.4 LPA
2021-22	abhishek Nayar	Computer Engg.	2021	TCS	7LPA
2021-22	Mhatre Niraj Avikant	Computer Engg.	2021	TCS	7LPA
2021-22	Mishra Ruchi Raghvendra	Computer Engg.	2021	TCS	7LPA
2021-22	Pandey Hariom Humanath	Computer Engg.	2021	TCS	7LPA
2021-22	Amit yadav	Computer Engg.	2021	IDFC Bank	7.5 LPA



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2021-22	ASKAND TIWARI	Computer Engg.	2021	WIPRO	15K PER MONTH
2021-22	DEEPAK BHAGAT	Computer Engg.	2021	INFOSYS	3.5LPA
2021-22	DEVENDRA PATOLE	Computer Engg.	2021	ACTY System	3.65LPA
2021-22	DHIRAJ KUMAR	Computer Engg.	2021	WIPRO	3.5LPA
2021-22	FARAZ AHMAD	Computer Engg.	2021	INFOSYS	15K PER MONTH
2021-22	HASHIM AMIR	Computer Engg.	2021	PROWESS	15K PER MONTH
2021-22	BHUSHAN MAHALE	Computer Engg.	2021	WIPRO	15K PER MONTH
2021-22	Bhoi Sushama Kishor	Computer Engg.	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Chaube Nikhil Anil	Computer Engg.	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Patil Yash Rajesh	Computer Engg.	2021	Emtec Technologies Ltd	1.8LPA
2021-22	Ratlamwala Murtaza Shabbir	Computer Engg.	2021	JACOBS	1.8LPA
2021-22	SHAIKH NOMAN	Computer Engg.	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Gawade Rohit Dattaram	MECHANICAL Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Gupta Shubham Vinod	MECHANICAL Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Jamdar Sairan Samiulla	MECHANICAL Engineering	2021	Qspiders - Vasai Virar	3.0 LPA



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2021-22	Kadam Prathamesh Dnyandev	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Kargutkar Vighnesh Uday	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Khan Habib Sharif	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Khan Ibrahim Akram	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Killedar Roshan Dattatray	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Kinjalaskar Sanket Sunil	MECHanical Engineering	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	ADIL ASHIR KHAN	MECHanical Engineering	2021	KITCHEN ESSENTIALS	17K PER MONTH
2021-22	BHAVESH HARISH CHANDRA	MECHanical Engineering	2021	KITCHEN ESSENTIALS	14.5K PER MONTH
2021-22	DURVESH ROHIT DAS	MECHanical Engineering	2021	KITCHEN ESSENTIALS	14.5K PER MONTH
2021-22	HANISH BALIRAM BALI	MECHanical Engineering	2021	KITCHEN ESSENTIALS	14.5K PER MONTH
2021-22	NIRAJ KUMAR YADAV	MECHanical Engineering	2021	KITCHEN ESSENTIALS	14.5K PER MONTH
2021-22	Sheth Daivik Hemangchandra	MECHanical Engineering	2021	INDUSTRIAL ENGINEERING SYNDICATE	1.8LPA
2021-22	Shukla Navin Rajesh	MECHanical Engineering	2021	MUTUAL ENGINEERING PVT LTD	1.8LPA
2021-22	Shukla Rupak Ramesh	MECHanical Engineering	2021	REMI MOTORS	1.8LPA
2021-22	Tambutkar Rakesh Mahadev	MECHanical Engineering	2021	SPRING INDIA	1.8LPA



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2021-22	Rathod Kartik Manilal	Electrical Engg	2021	Greebite Engineer	1.8LPA
2021-22	Saroj Akash Krishna	Electrical Engg	2021	Greebite Engineer	1.8LPA
2021-22	Yadav Manishkumar Shivbachan	Electrical Engg	2021	LRS Service private limited	1.8LPA
2021-22	Verma Vivek Kumar Ramii	Electrical Engg	2021	LRS Service private limited	1.8LPA
2021-22	Patil Swapnil Dilip	Electrical Engg	2021	Avensis Innovative Solutions	1.8LPA
2021-22	Prabhu Jay Bhuwaneshwar	Electrical Engg	2021	Avensis Innovative Solutions	1.8LPA
2021-22	Dhanak Yash Sudhir	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Ghodake Dipesh Dashrath	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Machhi Arvind Babu	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Lakhani Jaykumar Kantibhai	Electrical Engg	2021	Arti Drugs	1.8LPA
2021-22	Sawant Mahesh Murlidhar	Electrical Engg	2021	Antocal Solutions Pvt Ltd	1.8LPA
2021-22	Sawant Varad Vishnu	Electrical Engg	2021	Arrow electrical	1.8LPA
2021-22	Sayyed Mohammed Asif	Electrical Engg	2021	ERTL	1.8LPA
2021-22	Srivastava Ketan Manindra	Electrical Engg	2021	BLUE STAR LTD	1.8LPA
2021-22	Talge Dhiraj Arvind	Electrical Engg	2021	GREEN WORLD RENEWABLE ENERGY	1.8LPA



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2021-22	Tandel Jidnesh Manohar	Electrical Engg	2021	IVP LTD	1.8LPA
2021-22	Tarade Atul Vijay	Electrical Engg	2021	PRAVIN ELECTRICALS PVT LTD	1.8LPA
2021-22	Umtol Akshay Avinash	Electrical Engg	2021	PV POWERTECH PVT LTD	1.8LPA
2021-22	Waingankar Aniket Bhaskar	Electrical Engg	2021	SANKALP INDUSTRIES	1.8LPA
2021-22	Yadav Rohit Rammilan	Electrical Engg	2021	SCHNEIDER ELECTRIC	1.8LPA
2021-22	Akre Susmit Ashok	Electrical Engg	2021	SHABDI AND SOUS ASSOCIATE	1.8LPA
2021-22	Gadhawe Amey Laxman	Electrical Engg	2021	SHABDI AND SOUS ASSOCIATE	1.8LPA
2021-22	Gond Akash Ramesh	Electrical Engg	2021	STELMEC LTD	1.8LPA
2021-22	Govalkar Shubham Pramod	Electrical Engg	2021	STELMEC LTD	1.8LPA
2021-22	Gupta Prashant Harilal	Electrical Engg	2021	TECH ADR IT SOLUTION PVT LTD	1.8LPA
2021-22	Jaiswal Soniya Suresh	Electrical Engg	2021	TECH ADR IT SOLUTION PVT LTD	1.8LPA
2021-22	Kadam Mayur Subhash	Electrical Engg	2021	TRIDANT ELECTRICALS	1.8LPA
2021-22	Kadam Pratik Waman	Electrical Engg	2021	TRIDANT ELECTRICALS	1.8LPA
2021-22	Kambdi Pragati Ashok	Electrical Engg	2021	UTILITY MAINTENANCE ENGINEER	1.8LPA
2021-22	NEHAAL TEKLAL RANA	CIVIL	2021	HCC LIMITED	22163 PER MONTH



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2021-22	PRADYUMAN GUPTA	IT	2021	CAPGEMINI	3.4Lks per annum
2021-22	Chintakindhi Vivek Sainarayan	IT	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Deshmukh Soham Pandurang	IT	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Gawane Ashay Mahesh	IT	2021	Neosoft Technologies Pvt. Ltd.	3.60LPA
2021-22	Nath Shoumik Somnath	IT	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Nayak Samruddhi Karunakar	IT	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Padhye Sakshi Manoj	IT	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Parande Shekhar Suresh	IT	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Patel Kinal Nitin	IT	2021	Qspiders - Vasai Virar	3.0 LPA
2021-22	Patel Vrushti Vipeshchandra	IT	2021	Qspiders - Vasai Virar	3.0 LPA



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Students progressing to higher education :

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2021-22	HARSH BARI	CIVIL	2021	NATIONAL INSTITUTE OF CONSTRUCTION MANAGEMENT AND RESEARCH PUNE	MBA
2021-22	KRUPESH YOGESH SHINDE	AUTOMOBILE	2021	INTERNATIONAL UNIVERSITY OF APPLIED SCIENCES FRANKFURTER ALLEE 73A BURLIN	MBA
2021-22	SANE VARUN PRADEEP	CIVIL	2021	VIDYAVARDHINIS COLLEGE OF ENGINEERING AND TECHNOLOGY	ME IN STRUCTURAL

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401 404 MH. India

8793005463, 8793015463, 8793025463

info@khpLin

www.kessentials.com

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kecookware

Offer Letter

Mr Vinay Ramayan Chaurasia
R-2, Room No401,
Ram Mandir Road
Goregaon West Mumbai 400104

6th June 2022

Dear Vinay,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.14500/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

- 12 A copy of this offer letter
- 13 A copy of PAN Card
- 14 A copy of Aadhar Card
- 15 Photocopies of all your educational testimonials
- 16 Technical certifications, if any
- 17 Experience/ relieving letters
- 18 Two colour passport-size photos
- 19 Latest salary slips from your previous organization
- 20 Cancel cheque of bank account
- 21 A copy of valid Medclaim Policy
- 22 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date:

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E).
Dist. Palghar 401404 MH. India

8793005463, 8793015463, 8793025463
info@khpLin
www.kessentials.com

kecookware
kitchen_essentials_cookware
kecookware

Offer Letter

Mr Nilesh Vijay Badgujar
Dattawadi
Near bhimnagar
BoisarPalghar 401501

6th June 2022

Dear Nilesh,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.17000/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

1. A copy of this offer letter
2. A copy of PAN Card
3. A copy of Aadhar Card
4. Photocopies of all your educational testimonials
5. Technical certifications, if any
6. Experience/ relieving letters
7. Two colour passport-size photos
8. Latest salary slips from your previous organization
9. Cancel cheque of bank account
- 10 A copy of valid Mediclaim Policy
- 11 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Pvt. Limited,

HR Manager



Received & accepted

Sign & Date:



APPOINTMENT LETTER

January 27, 2022

Dear Paras Kushwaha,

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

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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: Paras Kushwaha

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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- 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 Paras Kushwaha 27/1/2022 11:28 AM

(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

23261865



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

Superset ID: 1487718

Letter of Intent ("LOI")

Dear Paras Kushwaha,

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

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

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

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

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

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

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



Offer: Computer Consultancy
Ref: TCSL/DT20218133779/Delhi
Date: 29/11/2021

Mr. Pradeep Kumar Amarbahadur Vishwakarma
Flat No.1/2,Bldg No B8, Krishna Niwas, Krishna Nagar, Boisar(E)Khairapada,
Boisar,
Boisar-401501,
Maharashtra.
Tel# -

Dear Pradeep Kumar Amarbahadur Vishwakarma,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20218133779

1



APPOINTMENT LETTER

January 30, 2022

Dear Kinal Patel,

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 Kinal Patel, 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: Kinal Patel

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 Kinal Patel 30/1/2022 8:51 AM

(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

23262765



Offer: Computer Consultancy
Ref: TCSL/DT20218133779/Delhi
Date: 29/11/2021

Mr. Pradeep Kumar Amarbahadur Vishwakarma
Flat No.1/2,Bldg No B8, Krishna Niwas, Krishna Nagar, Boisar(E)Khairapada,
Boisar,
Boisar-401501,
Maharashtra.
Tel# -

Dear Pradeep Kumar Amarbahadur Vishwakarma,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20218133779

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Pradeep Kumar Amarbahadur Vishwakarma
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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

Superset ID: 1656136

Letter of Intent ("LOI")

Dear PRADYUMAN GUPTA,

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

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1656136**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1656136**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1656136**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

PRADYUMAN GUPTA

Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

Thane - Mumbai.

Date: 01st August, 2022

To,

Mr. Raj Kumar Yadav,

Dear Raj Kumar Yadav,

Subject: Offer of employment – 'Associate Software Engineer'

1. In response to your interview with us, we are pleased to offer you the position of '**Associate Software Engineer**' in M/s Test Yantra Software Solutions (India) Pvt. Ltd. ("Company"). This offer is subject to the satisfactory background verification check that will be completed by the Company prior to your joining date.
1. Your cost to company (CTC) shall be as per the below Schedule.
2. The terms and conditions of your employment will be governed as per the employment agreement (Agreement) annexed as Annexure 1.
3. You are required to carefully go through the terms and conditions of this offer letter and Annexure 1 as your employment in the Company shall be strictly governed by these documents.
4. If you agree to the terms and conditions of employment, please sign a copy of this letter as a token of your **acceptance** and return the signed copy to the Company on or before **01-August-2022**. Please sign on all pages. Upon signing, the terms and conditions of the employment agreement shall become binding on you.
5. The Company's obligations shall commence on the date of your joining which shall be on or before **01-August -2022**.
6. This offer is valid till **01-August -2022** if you fail to accept the terms of the offer, the Company shall have the right to withdraw the offer without giving you any further notice.
7. We are confident that you will enjoy being a part of the Company as much as we shall cherish our association with you.
8. You are also requested to submit the following documents to us on the date of submitting the duly signed Agreement, which shall not be later than **01-August-2022**.

a) Photocopies of your educational qualifications	d) PF account details
a) 2 passport size photographs of yourself	e) Income Tax deduction certificate of previous employer
b) Offer Letter, Relieving letter from previous employer/s, if applicable	f) Pan Copy
c) 3 months' Payslips of previous employer, if applicable	g) Passport Copy
	h) Aadhar Card Copy
	i) ID Proof & Address Proof
	j) Cancelled cheque leaf



Raj



Empire Tower, Cloud City Campus,
Unit No SB-12B-01 & SB-12B-02,
NE Block 12B-02, 12B Floor, Off.
Thane- Belapur Road, Airoli,
Navi Mumbai - 400708.
Telephone: 022 40872000
www.jacobs.com

REF : TA:TRN:SEP/2022/005
DATE : 2nd September 2022

Ms. Rishana Sherin,
C/105, Aristo Apt,
Church Road, Marol, Andheri E

Dear Rishana,
Further to the discussion you had with us, we are pleased to offer you a permanent position as **Graduate Engineer** in our organization with a basic salary of **Rs.15,000/-** per month plus admissible allowances. Compensation details are mentioned in Annexure 1.

Your formal appointment letter will be issued to you within a week of your joining. Please let us know your exact date of joining.

Kindly bring along with you the following documents

- Original and a set of photocopies of educational, and experience certificates for our verification.
- Relieving letter of immediate employer along with latest salary slip is mandatory.
- Please also bring 1 passport size photograph.

This offer is valid subject to background verification clearance.

The Company fully reserves the right to terminate your services in future if the information/ documents provided by you are found to be discrepant.

Acceptable Use of Jacobs Information Systems Requirements

Jacobs' information systems, including but not limited to computer equipment, software, operating systems, storage media, and network accounts providing electronic mail or other communications, are the property of Jacobs and are intended to promote Jacobs' business and support the needs of its clients. Use of Jacobs' resources, such as information systems, must be appropriate. Unauthorized use of Jacobs' information systems is prohibited.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

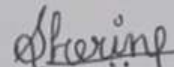
Yours faithfully,
Jacobs Solutions India Pvt Ltd.


Sindhu Madhavan
Senior Manager- Talent Acquisition, India

I Accept

Signature :

Date of Joining :


14/05/22

HGC Constructors Private Ltd.

Registered Office: Jacobs House, Ramkrishna Mandir Road, Kondivita, Andheri (East), Mumbai 400059
(CIN) U45200MH1981PTC024767 Tel: + 91 22 2681 2000 Fax: + 91 22 2820 8295

To,

Rithik Mishra

Sub: Offer of Appointment for the Post of **Trainee Engineer - Execution**

Dear Rithik,

1. This is with reference to your application for employment and subsequent interview that you had with us; we are pleased to offer you appointment as **Trainee Engineer - Execution** in our organization, with effect from **11 July 2022**, on consolidated salary of **Rs. 19018 (Rupees Ninteen Thousand and Eighteen Only)** per month. (Annexure I).
2. The management reserves the right to bifurcate the salary merging or bifurcating with any other allowance/allowances. The terms and conditions of your service are subject to the policy of the Company from time to time.
3. You shall bear your own taxes, that shall be deducted from your salary and/or other emoluments.
4. Increments will not be automatic and will depend upon your performance and at the sole discretion of the company/ firm. Bonus: The amount mentioned in your CTC as Bonus is performance bonus and will be subject to your performance and management approval.
5. You would be covered under payment of gratuity act 1972, if applicable.
6. You will be reporting to any person as communicated by the Company/firm from time to time. The Management reserves the right to assign you to any other designated reporting head or such duties and responsibilities, both inside and outside the office premises, as may consider expedient and advisable, from time to time in the Company's/Firm's interest.
7. Group Insurance Policy: You will be covered under our Group Personal Accident Insurance Policy, and will be governed by the rules and regulations framed under such policies as applicable from time to time.
8. Group Medclaim Policy: You would be covered under the Group Medclaim Policy as per Company norms which may change from time to time.
9. **Probation**
 - a. You will be on probation for a period of six months from the date of your joining; thereafter the probation period may be extended at the discretion of the management. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. You will continue to be on Probation until you receive a confirmation letter from us, which will be subject to satisfactory job performance, good conduct and behavior. During the probation period your services are liable to be terminated by giving 15 days' notice or payment in lieu thereof.
 - b. You are entitled to 5 days leave during the probationary period. Availing any leaves will be as per the leave policy of the Company/Firm, and subject to approval by the respective approving authority.
10. Medical Examination: Your appointment is subject to you being declared as medically fit and healthy by the Company/ Firm's Medical officer or any other medical authority identified by the Company/firm from time to time.

11. You are liable to be transferred to any other group company/ firm or on the rolls of joint developer as may be decided by us in our sole discretion.
12. **Termination/ Resignation:**
 - a) After confirmation, your services shall be liable to be terminated by the Company with one month's notice or one month's pay in lieu thereof. If you desire to leave the services, you shall be required to give one month's prior notice, in addition to seeking prior acceptance of your resignation from the head of the department whom you are reporting to. During notice period from either party, you will not be entitled to any kind of leave.
 - b) The prerogative of accepting notice pay in lieu of the notice period lies with the employer. You will not be relieved until your resignation is formally accepted in writing and upon your resignation being accepted, you will be responsible for handing over charge of all pending work, papers, files and property of the Company/ firm in an orderly and systematic manner.
 - c) In the event of any failure to comply with the above, you shall be liable to make good the consequent damage or loss caused, such loss or damage shall be assessed by the Company/firm.
 - d) Absence for a continuing period of 5 days without intimation to the HR or the reporting officer would make your services to automatically come to an end without any notice or intimation. In such an eventuality, the Management will draw an irresistible presumption that by remaining absent continuously and unauthorized, you have abandoned your job.
 - e) Also, if you are found suffering from any infectious/contagious disease, the Company/firm may at its sole discretion terminate your services. If you are not found medically fit from time to time, your services may be terminated at any time by giving you one month's notice or salary in lieu thereof.
13. That during the course of your employment with us, you will not engage yourself to any other employment (full or part time) elsewhere. You will devote your whole time and attention to the work of the company and will not engage yourself directly or indirectly either honorary or on remuneration in any service, trade, business, vocation or occupation.
14. The employees shall indemnify and hold harmless the Company, from and against any and all losses, claims, suits, judgments, recoveries, awards, damages, costs and any expenses, including but without limitation, reasonable attorney's fees and costs associated therewith, which may be incurred by, charged to, recoverable from, or which may accrue against the Company, its directors, officers, agents, or employees in the event confidential information received by the employee from the Company is passed on by the employee to any third party.
15. The Age for retirement is 60 years.
16. This appointment offer is based on the information given by you to us in your employment/personal data form and the interview that you had with us. In case any of the Information provided by you is found to be false or misleading, the management reserves its right to take appropriate action against you, in accordance with law.
17. Submission of Documents / Verification of particulars: You are required to furnish the following documents before/at the time of your joining the company. You agree and confirm that the company/ firm has a right to get the below submitted documents and the particulars as mentioned the resume to be verified by external agencies:
 1. Date of Birth proof certificate (Copy of passport / birth certificate/ S.S.C) (Two Copies)
 2. Educational Qualification Certificates. (Degree/Diploma)
 3. Relieving letter from previous employer (Original)
 4. Proof of compensation last drawn (3 Months - Original)
 5. Two passport size photographs (Recent)
 6. Bank Statement (six months)
 7. PAN Card Copy
 8. Address proof

18. You will be entitled to 30 (Thirty) days of leave per year of service, as per rules and regulations of the Company/Firm as may be applicable or communicated from time to time. This is inclusive of all national and religious holidays (Thirteen days) and inclusive of leave entitlement earned during the probation period (five days). The first entitlement of which shall be allowed proportionately, only after completion of probation period.
19. You hereby agree and undertake that any / all information concerning the Company/Firm (including that of any other Company / property to be acquired and / or the Company's "affiliates / associate companies") shall be treated as confidential information. The employee shall not divulge in any manner the Confidential Information for any purpose to any person and shall protect the confidentiality of the Confidential Information and shall restrict access to Confidential Information to its personnel of the Company on a need to know basis. This confidentiality clause shall come into effect from the date of the employee signing the same hereof and the provision of this clause shall survive the termination of this Appointment Letter/ Agreement.
20. During the tenure of your services, you will keep your emoluments secret from other members of this organization and will treat all information coming to you as strictly confidential and the information contained in all documents and papers and other matters relating to the company will not be divulged by you to any person.
21. You shall abide by all the rules and regulations of the Company/Firm as may be made applicable to the employee from time to time. In case you are charged with any act of misconduct or found to have indulged in any unfair practice prejudicial to the interest of the Company/ firm, you may be suspended from your services, without any notice or payment in lieu thereof.
22. **Company Code of Conduct:** You will be required to adhere to all codes of conducts including Prevention of Sexual Harassment policy. In case you are charged with any act of misconduct or found to have indulged in any unfair practice prejudicial to the interest of the Company/ firm, you may be suspended from your services, without any notice or payment in lieu thereof. In case the above terms and conditions are acceptable to you, please sign the duplicate of this letter in token of your having understood and having accepted the same and return the same, to us for our records.

We extend a warm welcome and look forward to a long and successful association with Chandak Group.

Yours faithfully,

For SHREERAJ DEVELOPER LLP,

Partner

DECLARATION

I have read/understood the above terms & conditions and agree to abide by them.

Signature of Employee:



APPOINTMENT LETTER

January 25, 2022

Dear Saad Roshan,

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:

Dated: 30th March 2022

Ms. Sakshi Manoj Singh
Sector 5, B Wing, Bldg No – 3,
Flat No – 204, Dream City,
Shigaon Road, Opp Dhanani Nagar,
Saravali, Boisar, Palghar
Maharashtra - 401501
Contact No. +91 8668941323
Aadhar No – 6309 **** 9144

Ref: Servosys/Rcrt/2022 -23/March/031

Dear Sakshi,

This is with reference to your internship discussion with us dated **5th March 2022**.

We are glad to inform you that on your successful clearance of the interviews, you are hereby selected for six months' internship with us, during internship period, you shall be paid a stipend of INR 20,000/- (Twenty Thousand Only) per month, which will be paid till August 2022 or till the completion of your final semester exams. On successful completion of internship and satisfactory performance during internship period, you shall be employed in the company on probation for six months as "**Software Engineer**" at a CTC of 5,00,000/- (Five Lakh Only) Per Annum.

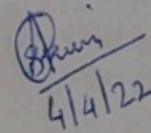
You have to join by **4th April 2022**. This offer will not be valid after this date.

We look forward to a fruitful and mutually beneficial long term relationship with you.

Yours truly,

AJAY
AGARWAL
Digitally signed by
AJAY AGARWAL
Date: 2022.04.01
22:47:23 +05'30'

Ajay Agarwal
Managing Director


4/4/22

TERMS AND CONDITIONS OF INTERNSHIP FOR MS. SAKSHI MANOJ SINGH

Termination of Internship

1. Your internship with the company can be terminated by yourself by giving 45 days' notice during internship period.
2. The company however reserves the right to terminate your internship with immediate effect without giving any reason

OTHER TERMS AND CONDITIONS:

1. Your internship is subject to:
 - a. The satisfactory verification of your character, antecedents and testimonials.
 - b. The authenticity and accuracy of the details provided by you to the company which enables us to judge your suitability for internship and it is assumed that the details you have provided are true to the best of your knowledge and belief. Should it be found afterwards at any stage that you have given wrong information / misrepresented the facts, your internship is liable to be summarily terminated.
 - c. You are found medically fit and continuing to remain medically fit. Before joining, you are required to produce a medical fitness certificate issued by a Medical officer of a recognized Govt. hospital or by the Doctor appointed by the Company at your own cost.
2. You will be required to implement and act in accordance with the Company's Information Security System (ISMS), and protect company assets from unauthorized access, disclosure, modification, destruction or interference.
3. You will not be eligible for any internship certificate; in case you leave the internship before the completing six months from the date of joining.
4. In case you are absent from internship for more than 5 working days without informing the management's approval for the leaves, you will be considered as absconding.
5. You will be bound by the Code of Conduct and other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement etc. as if these conduct rules, regulations, policies et al, were part of this contract of internship. Company reserves the right to alter/rescind the terms & conditions of internship at its discretion.
6. In case of you being found violating or not abiding by the Code of Conduct and other rules, systems, regulations, policies and orders issued by the Company, you will be liable for disciplinary action under the disciplinary action policy of the Company.
7. In the event of any dispute regarding the terms of conditions, you will be subject to the jurisdiction of the appropriate court of law at Delhi.
8. You will promptly, whenever have requested by the Company and in any event upon the termination of your internship with the Company, deliver up to, the Company all the documents belonging to the Company, including but not necessarily limited to drawings, blueprints, designs, reports, manuals, correspondence, customer lists, computer programs, software code and all other materials an all copies thereof relating in any way to the Company's business.

TERMS AND CONDITIONS OF INTERNSHIP FOR MS. SAKSHI MANOJ SINGH


9. If you accept these conditions, kindly notify your acceptance by signing each page of the copy of these terms and conditions and return to us.

Yours truly,

For SERVOSYS Solutions

Ajay Agarwal
Managing Director

I confirm that I have read and understood the above terms & conditions of employment and accept my obligations and liabilities relating to them.


Signature:

Date: 4/4/22

With best wishes,



Offer: Computer Consultancy
Ref: TCSL/DT20218314926/Delhi
Date: 09/12/2021

Ms. Saniya Sayeed Shaikh
Room No 06, Jaywanti Niwas Bldg Phool Pada Road,
Near Ice Factory,
Virar-401305,
Maharashtra.
Tel# 91-9359052042

Dear Saniya Sayeed Shaikh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20218314926

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218314926/Delhi
Date: 09/12/2021

Ms. Saniya Sayeed Shaikh
Room No 06, Jaywanti Niwas Bldg Phool Pada Road,
Near Ice Factory,
Virar-401305,
Maharashtra.
Tel# 91-9359052042

Dear Saniya Sayeed Shaikh,

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TCSL/DT20218314926

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Saniya Sayeed Shaikh
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Date: 27th December, 2021

To,
Mr. Shubham Sawant,
sawshubh11@gmail.com

Subject: Offer Letter

Dear Mr. Shubham Sawant,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of “**Programmer**” in our organization.

We expect you to join on 01st June, 2022 Wednesday, at Mumbai location. (Office Address)
Mumbai Office- Acty System India Pvt.LtdA-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3,65,300 p.a. Bonus is applicable from the joining date. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till 29th December, 2021.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:

Following are our contact details:

Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President & CFO)

Shubham.

(Candidate's Signature)



General Instructions: Rules & Regulations

1. In general, working time shall be from 09.00 AM to 6:00 PM, but sign-out time may vary depending on Project Work.
2. Employee must be at the place of work by the fixed / notified time, a trainee who reaches the office after the starting time but within 15 minutes of the fixed / notified starting time may be allowed to perform his / her duties. If in case he/she is not able to do so he must inform this to his/her reporting authority with valid reason.
3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.
4. Stipend/Salary will be paid by the 6th of every month.
5. ***If an employee leaves the company without completing two years of services, then the company will not issue the relieving letter and experience letter to the employee, Employees will only be issued relieving letters and experience letters, if they pay Rs. 60,000 for training charges incurred by the company.**
6. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.
7. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.
8. All employees will keep their cell/mobile phones on vibration mode and will not talk more than 10 minutes during working hours except in case of any emergency. For making calls using the mobile or for attending incoming calls one must use the Open Area for the same. Make sure that the other employees are not disturbed by you while doing so. If found guilty of doing so disciplinary action shall be taken against the concerned employee.
9. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.
10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.
11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons or without authorization from his / her Supervisors, the competent



ACTY SYSTEM

- authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.
12. Nobody will leave the Office premises without approval taken from their Project Manager even if his/her office hour ends.
 13. If any of the employees are going out of office during regular hours for more than 10 minutes (for lunch, personal work, tea, etc...) then they have to take an approval for the same from their superiors.
 14. Using Company equipment for purposes other than business (i.e. playing games on computers or more personal Internet usage like surfing and chatting) may result in disciplinary action. (Like warning letter, penalty in terms of finance or more)
 15. All the communications must be made through their official mails while in office premises.
 16. ASI properly allocates every employee considering his or her knowledge, experience, work performance and performance record etc. Due to work commitments, ASI shall send their employees to affiliate or send them to modify the work carried in the work place or where business is being carried out. The employees cannot refuse for carrying out this work unless there is some valid reason.

Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: shubham.
28/12/2021



Letter of Intent

March 17, 2022
USAAMARAZA SHAIKH
Theem College of Engineering, Thane

Dear USAAMARAZA SHAIKH,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs. 15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

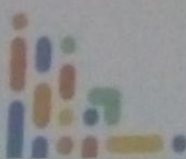
As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, W Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

July 29th, 2022

Vaibhavi Khachane

Offer of Employment

Dear Vaibhavi,

We are pleased to offer you a position with Emtec Technologies Pvt. Ltd. as **Trainee, Software Development Engineer (Grade - AS1)** Should you decide to join us, and all contingencies are satisfied, you will receive an annual compensation of Rs 4,50,000/- (Rupees Four Lakh Fifty Thousand Only), less applicable taxes and withholdings, in accordance with the Company's normal payroll procedures.

The exact break down of your compensation will be made available to you for your review. You will be eligible for the following standard Company benefits:

- 18 days of earned leaves (EL) & 8 days of casual leaves (CL) for a full calendar year.
- National holidays as per company policy
- Maternity leaves for 26 weeks (as applicable)
- Paternity leaves for 5 days (as applicable)

Details about these benefit plans will be made available for your review. Emtec may modify the compensation and benefits from time to time as it deems necessary.

Your performance reviews will occur once a year to include a merit-based compensation increase opportunity. Your next performance review will be as per company policy.

You will be on a probation period for six months from the date of your joining. Thereafter, the probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless your service is confirmed in writing, you will be deemed to be on probation even after expiry of the above-mentioned probation period or the extended period of probation.

Your employment with the Company will be voluntarily entered into and shall be "at will". This means that you will be free to end your employment relationship with the Company at any time, for any reason or for no reason, as you deem appropriate.

EMTEC TECHNOLOGIES PRIVATE LIMITED
CIN U72200PN2003PTC018703

9B, Downtown – The City Center Building, Near Mhatre Bridge, Erandawane, Pune – 411 004.

Contact: 020 3018 3000, Fax: 020 3018 3150, Email Id: info.india@emtecinc.com

www.emtecinc.com



Date: 07th February,2022

To,
Mr. VinayakSalagare,
vinayaksalagare4545@gmail.com

Subject: Offer Letter

Dear Mr.Vinayak Salagare,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of “**Programmer**” in our organization.

We expect you to join on 01stJune, 2022Wednesday, at Mumbai location. (Office Address)
Mumbai Office- Acty System India Pvt.LtdA-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3,65,300 p.a. Bonus is applicable from the joining date. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till09th February,2022.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:

Following are our contact details:

Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President & CFO)

(Candidate's Signature)



General Instructions: Rules & Regulations

1. In general, working time shall be from 09.00 AM to 6:00 PM, but sign-out time may vary depending on Project Work.
2. Employee must be at the place of work by the fixed / notified time, a trainee who reaches the office after the starting time but within 15 minutes of the fixed / notified starting time may be allowed to perform his / her duties. If in case he/she is not able to do so he must inform this to his/her reporting authority with valid reason.
3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.
4. Stipend/Salary will be paid by the 6th of every month.
5. ***If an employee leaves the company without completing two years of services, then the company will not issue the relieving letter and experience letter to the employee, Employees will only be issued relieving letters and experience letters, if they pay Rs. 60,000 for training charges incurred by the company.**
6. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.
7. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.
8. All employees will keep their cell/mobile phones on vibration mode and will not talk more than 10 minutes during working hours except in case of any emergency. For making calls using the mobile or for attending incoming calls one must use the Open Area for the same. Make sure that the other employees are not disturbed by you while doing so. If found guilty of doing so disciplinary action shall be taken against the concerned employee.
9. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.
10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.
11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons



or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

12. Nobody will leave the Office premises without approval taken from their Project Manager even if his/her office hour ends.
13. If any of the employees are going out of office during regular hours for more than 10 minutes (for lunch, personal work, tea, etc...) then they have to take an approval for the same from their superiors.
14. Using Company equipment for purposes other than business (i.e. playing games on computers or more personal Internet usage like surfing and chatting) may result in disciplinary action. (Like warning letter, penalty in terms of finance or more)
15. All the communications must be made through their official mails while in office premises.
16. ASI properly allocates every employee considering his or her knowledge, experience, work performance and performance record etc. Due to work commitments, ASI shall send their employees to affiliate or send them to modify the work carried in the work place or where business is being carried out. The employees cannot refuse for carrying out this work unless there is some valid reason.

Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: _____





30 July 2022

Vivek Patel
302 Matangi Apartment,
Near Khushal Medical Store,
Virar Road, Nallasopara East
Mumbai Pin - 401209 Maharashtra India

LETTER OF OFFER AND APPOINTMENT

Dear Vivek Patel,

On behalf of Quinnox Consultancy Services Limited (The Company) we are pleased to offer you a position as **A3 – Software Trainee**. Our offer reflects our belief that you have the ability, commitment & desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of The Company. The terms of your employment are as follows:

- 1. Duties:** You will be responsible to perform such duties as The Company may assign to you. You will be required to work a regular 40 hours per week unless otherwise advised by the Company. When deputed to a client's site, you will follow the clients working hours.
- 2. Salary & Benefits:** You will be entitled to a Gross remuneration package, which will be up to INR 375000 (Rupees Three Lakh Seventy Five Thousand Only Only). You will be entitled to a salary, certain reimbursements and benefits as mentioned below.

SALARY COMPONENTS	Annually	Monthly
Basic	180000	15000
Flexi Pay	120400	10033
Bonus / Ex gratia	48000	4000
GROSS PAY	348400	29033
PF (Employers Contribution)	21600	1800
Group Insurance	5000	416
COST TO COMPANY:	375000	

Your salary may be adjusted from time to time but the timing and amount of any adjustment will be at the sole discretion of the company. The details pertaining to your remuneration are confidential and must strictly be treated as such.

3. Workplace: You are initially appointed to work in Mumbai office. However, your services can be transferred / deputed to any other department of the company or group companies and / or clients' offices, anywhere in India or abroad, temporarily or permanently.

4. Probation: You will be on probation for a period of one year (1), which may be extended at the discretion of the company. During the probationary period, your employment can be terminated by a 30 days written notice on either side. The Company reserves the right to pay or recover salary in lieu of notice period.

5. Background Verification: All employees are subject to a background employment, education and reference check. If the certificates furnished by you or information provided on the resume, application form, etc. is found to be false or incorrect, our offer will be withdrawn and/or your employment terminated forthwith without any notice and liabilities to the Company.

6. Training Agreement: The Company will provide at its own cost special training to enhance and upgrade your skills to perform specialized services. Therefore as already informed, you are required to execute a Training Agreement upon your joining with the Company. Kindly note that pursuant to the terms of the said Training Agreement you will be liable to pay us the cost of such training amounting to INR 1 Lac, if you resign before 18 months from joining or in the event of your termination by the Company.

You are required to join us on or before **02 August 2022**. Upon joining and successful completion of your joining formalities, you will be appointed as **A3 – Software Trainee**.

Your Appointment is subject to your successful completion of graduation and no further carryover of papers in the 7th & 8th Semester.

You are required to execute the Employment and Confidentiality agreement on reporting to work. We will provide you a copy of the executed agreements after we complete all necessary formalities. Please note that you may not alter this letter and the attached documents in any way. Any alteration renders the offer of employment and its attached documents null and void.

You are requested to complete all joining formalities on the 1st day of your joining. You may contact Ajay Suhas Phalke from our team for further assistance.

We are excited about the joint opportunities ahead of us and look forward to your valuable contributions. We welcome you to Quinnox and look forward to your long and fruitful association with us.

With Warm Regards,

For **Quinnox Consultancy Services Limited**,



Signed by
DeepaD
Date: 2022.07.30
18:27:42
Reason: Offer
Approval
Location: Mumbai

Deepa Deshmukh
Senior Manager

Annexure I: Salary Components

Flexi Pay Components	Amount Per Annum (INR)
Reimbursement of Children education fees (maximum INR 100/- per month per child upto 2 children)	2400
Reimbursement of Children Hostel fees (maximum INR 300/- per month per child upto 2 children)	7200
Meal Vouchers	26400
House Rent Allowance (HRA)	Min. 0% of Basic Salary 50% of Basic Salary
Leave Travel Allowance (LTA)	Min. zero per annum Max. 1.5 months Basic Salary
Vehicle Reimbursement (As per IT laws) <u>Fuel Bills</u> a) INR 1800 per month for 4 wheeler engine cc < 1600 b) INR 2400 per month for 4 wheeler engine cc >=1600 c) INR 900 per month for 2 wheelers <u>Driver allowance:</u> INR 900 per month	39600
Reimbursement of Mobile & Internet (maximum INR 1000 /- per month)	12000
National Pension Scheme (NPS)	a) Authorise company to deduct INR 50,000 as self-contribution b) Show up to 10% of Basic Salary as company contribution
Books & Periodicals	6000
Professional Development	120000

Note:

- You can opt in / out from the flexi-pay components at beginning of the Financial Year OR at the time of joining.
- Balance amount of the flexi-pay will be part of Special Allowance.
- Necessary documentary proofs need to be submitted while claiming the various flexi-pay components. The details are available on the flexi-pay portal.

Other Salary Components

Group Insurance Premium:

This amount is deducted from your salary towards Group Medclaim Insurance and covers you and your family up to INR 500000/- p.a. of Hospitalisation expenses. Family coverage will include Self, Spouse and 2 Children. It also covers you under Group Term Life Insurance for INR 500000.

Provident Fund (PF): PF is computed @12% on Basic Salary.



Libra Valuers

TEJAS DAVE - BE-Civil, MBA-(Fin),
MVAL-Real Estate, MRICS, FIV, FIE, CE, PETA, CVSRT
Shop No.12, Shanti Garden CHS, Sec-5, Building No.7,
Mira Road (E), Mumbai 401107.

Off : 9769070154

Email : tejas.dave@libravalue.com

Web : www.libravalue.com

Letter of Offer

29th June 2022

Strictly Private and Confidential

Mr Aasiya Kazi

Dear Mr Aasiya Kazi,

With reference to your application and the subsequent discussion you had with Libra Valuers, We are pleased to extend this offer of employment to you. This offer is contingent upon you clearing our background verification and reference check process and suitable certification of your medical fitness.

You shall be designated as **Technical Admin** at Associates grade at **Mumbai** and your per annum fixed cost to company (CTC) (inclusive of all statutory payments that one liable for) shall be 1,44,000/- (One Lac Forty Four Thousand Only).

All amounts payable are subject to deduction of taxes and other contributions that are required to be made under Indian laws or the policies of the company. This CTC would be reviewed periodically as per the norms and practices of the company.

You should serve training period for 10 Days. During your training period company will pay you conveyance charges as applicable. Should your performance be found satisfactory, the company would be pleased to start your compensation benefits after the completion of successful training given by the official team member of the company.

A Bond of 2 Years shall be applicable as per the company policy.

On your employment with the company, you will cover under the accidental insurance as per the company & covering bank policy.

Your date of joining will be 29th June 2022.

You are required to understand and except the terms and conditions of the company during your first login to the company interface. On fulfilling the conditions and signing the company mandatory formats you will receive your appointment letter and the company listed procedure and confidential norms will be binding upon you.

At the time of joining, we would require the following documents from you.

1. 4 Color Photographs in formal attire.
2. 2 professional references. (Name, Designation, Contact No, Address, Email Id etc)
3. One copy of all qualification certificates along with the latest 2 months pay slips.
4. A copy of past experience certificates.
5. Copy of salary certificate or Form 16 of previous organization.
6. Photo Id Proof.
7. Medical / Fitness certificate issued by registered doctor.



Offer: Computer Consultancy
Ref: TCSL/DT20218335486/Delhi
Date: 11/06/2022

Mr. Abhishek Ajith Nair
A/603 Mani Enclave Near Sardar Vallabhbhai School Ramdev Park Mira Road East Thane Maharashtra,
Sradar Vallabhbhai Patel School,
Mira Road-401107,
Maharashtra.
Tel# 91-8591552714

Dear Abhishek Ajith Nair,

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 **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20218335486

1



Let's build
a World Class Bank,
right here in India.



2nd September 2022

Mr. Amit Yadav
Mumbai, Maharashtra

Mobile No: 8286328812
Email ID: amityadav29604@gmail.com

**LETTER OF ADMISSION TO SCHOOL OF FINTECH PROGRAM
POWERED BY MANIPAL GLOBAL SKILLS ACADEMY**

Dear Amit,

Congratulations!

This is in reference to your application and subsequently clearing the selection process for the Fintech Program offered by Manipal Global Skills Academy. We, IDFC FIRST Bank Limited, are pleased to **Provisionally** offer you the position of **'Application Engineer' on the terms and conditions contained in this Letter**. The provisional offer will be valid subject to you meeting the below mandatory requirements:

- a) Successful completion of your Undergraduate/Post Graduate course as applicable.
- b) The successful completion of the IDFC FIRST Bank – Manipal Global Skills Academy Training Program of about 11-weeks of virtual training, and timely submission of assignments, projects and clearing the final assessment test.
- c) Satisfactory background verification reports from an authorized agent of the Bank.
(The certificates/documents/information submitted by you shall be deemed to be material for the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation/suppression of facts.)

The terms and conditions of the Provisional Offer are as follows:

1. You will be conferred with a prestigious joint certification by IDFC FIRST Bank and Manipal Global Skills Academy. ("Course").
2. **PROPOSED COMPENSATION DETAILS:** After successful completion of the above, you will be appointed in IDFC FIRST Bank with a Total Fixed Pay (TFP) of INR 7,50,000/-per annum as follows:



APPOINTMENT LETTER

April 20, 2022

Dear ASKAND TIWARI,

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:



Wipro offer letter 21 Jan

to me ▾



January 21, 2022

Dear **Atulkumar Upadhyay**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at **Wipro**.

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

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

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of **Wipro** fresher hiring process.

Steps to follow to accept and save the Offer Letter

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



HRD/3T/1003296981/22-23

September 2, 2022

Mr. Deepak Bhagat
Room No. 4 Patel Chawl Daruwala Compound
S.V Road Malad West
Mumbai-400064
India

Ph: +91-7045030128

Dear Deepak,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by RICHARD
GERARD LOBO
Date: 2022.09.02 15:22:17 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1003296981/22-23

September 2, 2022

Mr. Deepak Bhagat
Room No. 4 Patel Chawl Daruwala Compound
S.V Road Malad West
Mumbai-400064
India

Ph: +91-7045030128

Dear Deepak,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **14-Nov-2022**.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

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

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

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

Increments and Promotions

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

Transfer

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

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Deepak Bhagat			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Deepak Bhagat
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Date: 16th December, 2021

To,
Mr. Devendra Patole,
patoledevendra17@gmail.com

Subject: Offer Letter

Dear Mr. Devendra Patole,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of “**Programmer**” in our organization.

We expect you to join on 01st June, 2022 Wednesday, at Mumbai location. (Office Address)
Mumbai Office- Acty System India Pvt.Ltd A-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3,65,300 p.a. Bonus is applicable from the joining date. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till 18th December, 2021.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:

Following are our contact details:

Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President & CFO)

(Candidate's Signature)



General Instructions: Rules & Regulations

1. In general, working time shall be from 09.00 AM to 6:00 PM, but sign-out time may vary depending on Project Work.
2. Employee must be at the place of work by the fixed / notified time, a trainee who reaches the office after the starting time but within 15 minutes of the fixed / notified starting time may be allowed to perform his / her duties. If in case he/she is not able to do so he must inform this to his/her reporting authority with valid reason.
3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.
4. Stipend/Salary will be paid by the 6th of every month.
5. ***If an employee leaves the company without completing two years of services, then the company will not issue the relieving letter and experience letter to the employee, Employees will only be issued relieving letters and experience letters, if they pay Rs. 60,000 for training charges incurred by the company.**
6. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.
7. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.
8. All employees will keep their cell/mobile phones on vibration mode and will not talk more than 10 minutes during working hours except in case of any emergency. For making calls using the mobile or for attending incoming calls one must use the Open Area for the same. Make sure that the other employees are not disturbed by you while doing so. If found guilty of doing so disciplinary action shall be taken against the concerned employee.
9. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.
10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.
11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons



or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

12. Nobody will leave the Office premises without approval taken from their Project Manager even if his/her office hour ends.
13. If any of the employees are going out of office during regular hours for more than 10 minutes (for lunch, personal work, tea, etc...) then they have to take an approval for the same from their superiors.
14. Using Company equipment for purposes other than business (i.e. playing games on computers or more personal Internet usage like surfing and chatting) may result in disciplinary action. (Like warning letter, penalty in terms of finance or more)
15. All the communications must be made through their official mails while in office premises.
16. ASI properly allocates every employee considering his or her knowledge, experience, work performance and performance record etc. Due to work commitments, ASI shall send their employees to affiliate or send them to modify the work carried in the work place or where business is being carried out. The employees cannot refuse for carrying out this work unless there is some valid reason.

Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date:

A photograph of a handwritten signature and date on a piece of paper. The signature is written in blue ink and appears to be "F. Patel". Below the signature, the date "17/12/21" is written in blue ink.



APPOINTMENT LETTER

January 24, 2022

Dear Dheeraj Kumar,

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 onboarding. 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 Dheeraj Kumar, 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: Dheeraj Kumar

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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- 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:

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

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 exemption 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. **Mediclaime:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

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

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

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

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

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

Survivor Benefit Pension Program:**

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

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

i.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

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

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

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

1. Your Life and Accident Cover :

- 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.
- 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 Dheeraj Kumar 24/1/2022 4:29 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

23260194

HRD/3T/1003293994/22-23

September 2, 2022

Mr. Faraz Ahmed
No.3B303
Asmitaanitanayanagar,
Bhayander, thane-401107
India

Ph: +91-7738704245

Dear Faraz,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by RICHARD
GERARD LOBO
Date: 2022.09.02 17:02:31 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1003293994/22-23

September 2, 2022

Mr. Faraz Ahmed
No.3B303
Asmitaanitanayanagar,
Bhayander, thane-401107
India

Ph: +91-7738704245

Dear Faraz,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **14-Nov-2022**.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

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

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

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

Increments and Promotions

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

Transfer

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

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20_____

Sign your name

Print your full Name

Location

Signature Not Verified

Digitally signed by RICHARD
GERARD LOBO
Date: 2022.09.02 17:02:31 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Faraz Ahmed			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Faraz Ahmed			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

Ref: Employment Agreement: HR/2/2022

Dated 12th September 2022

To

Mr. Hashim Amir Ahmed Sayyed

#R/ N 2 Santoshi Mata Nagar, Pipeline Bamandaya Pada,

Saki Vihar Road Powai, Mumbai-400072

Dear Hashim,

We would like you to sign the Employment Agreement with Prowess Infotech Private Limited (hereinafter referred as "Company" or "Prowess Infotech").

Your employment is contingent upon you fulfilling the background verification process that the organization will conduct and the validation of your performance in the projects assigned to you during your probation period. Please endorse your acceptance by duly signing on all sheets of annexed Employment agreement (at the bottom of each page on the right corner) and return to the undersigned.

We are confident you will be able to make a significant contribution to our success and look forward to working with you.

For **Prowess Infotech Private Limited**



Amber Roxana

Manager HR

Accepted and Agreed by:

Mr. / Ms.

Date:

Enclosed: Employment Agreement (Pages 2-9)

EMPLOYMENT AGREEMENT

TERMS & CONDITIONS

1. PLACE OF EMPLOYMENT

We are pleased to appoint you as **SuccessFactors Trainee** with effect from **01st August 2022**. Your initial work location will be from home, however during your employment with the company you may be liable to be transferred or deputed to any of the offices, departments of the Company, or its Associates, Subsidiaries or Group Companies, whether in India or Abroad.

2. BACKGROUND CHECK

Prowess Infotech Private Ltd. reserves the right to verify the information furnished by you at any time. Misrepresentation or omission of any information may result in immediate termination of the employment without any notice or obligation. In the event of termination, you shall not be entitled to any benefits whatsoever.

3. MEDICAL CHECK

Upon being so required by Prowess Infotech Private Ltd., you shall undergo a medical check-up as per the Company's policies and submit duly certified copy of the medical certificate from the Registered Medical Practitioner.

4. COMPENSATION STRUCTURE

Your Annual CTC will be INR.1,20,000 (One Lakh Twenty Thousand Rupees).

Your salary will be processed on the 3rd working day of each month. However, if the 3rd day falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically. The monthly pay slips will be made available electronically after applicable statutory deductions like TDS and Professional Tax.

5. JOB RESPONSIBILITIES

You shall be responsible for any functions and duties that may be assigned to you in connection with the business and operations of the Company. You shall use the best of efforts to promote, develop and extend the business of the Company and confirm and comply with the directions and regulations of the Company at all times, and in respects.

6. DESIGNATION

PROWESS INFOTECH PRIVATE LIMITED

SRI DURGA ENCLAVE, 3rd Floor Right wing, No.143/6C, Eswaran Salai, Behind Marg Digital Zone, Off OMR, Karapakkam, Chennai – 600 097

Company, at its discretion, may change your current designation depending on the nature of the work assigned to you.

7. PROBATION

Upon joining you will be on probation for a period of **three (3) months**. You will be on probation until it is confirmed in writing by the company about your successful completion of the probationary period. If your performance is not satisfactory during the probation period, company reserves the right to not to continue the employment further. Depending on your performance and as decided by the Company during your probation, company may decide to extend the probation period. If the employee decides to leave the organization as mentioned in Clause 16 above clear written notice of 60days should be given to the company. The terms and conditions mentioned in clause 16 will be applicable with regard to the notice period during probation.

8. LONG TIME ENGAGEMENT

After confirmation of employment, you will commit to work for a minimum of 2 years with the organization and if you resign the job without completing 2 years then you must pay a sum of Rs.1,50,000 (Rupees OneLakh Fifty Thousand Only) as compensation for the expenses incurred by the organization towards training and hiring process. A Training and Employment contract will be signed by you along with employment agreement.

9. HR POLICY

You will be governed by the HR policies as published by the Company and amended from time to time as decided by the Company. The rules of the Company governing all the matters specified herein including rules on Designation, working hours etc are subject to change without prior notice. You will be governed by the Company's rules and regulations enforced from time to time in respect of matters not covered by this employment agreement. Company's decision in all such matters shall be final and binding on you.

10. USE OF OFFICE EQUIPMENT

You will be provided with Laptop to complete your job responsibilities. You are allowed to use the laptop for office purposes only. Utmost care has to be taken to ensure the equipment is maintained well. Any office equipment held by employee has to be returned to HR department during termination of employment.

11. TRANSFER POLICY

As per policy, you are liable to be transferred as and when required to any other location, or to our branch or to any subsidiary or associate / parent company or Client/ Project site located anywhere in India or Overseas. On such transfers, you will be governed by the terms and conditions of service applicable to the new assignment/location.

12. TRAVEL POLICY

PROWESS INFOTECH PRIVATE LIMITED

SRI DURGA ENCLAVE, 3rd Floor Right wing, No.143/6C, Eswaran Salai, Behind Marg Digital Zone, Off OMR, Karapakkam, Chennai – 600 097

You may be required to travel, whether in India or Overseas, in connection with office work at short notice. The travel allowance will be based on the prevailing traveling policy of Prowess Infotech at that time.

13. ASSIGNMENT

You shall acknowledge that the services to be rendered by you are unique and personal and during your employment with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this agreement without the prior written consent of the Company.

14. DOCUMENTS REQUIRED AT THE TIME OF JOINING:

- I. Relieving Letter from your previous employer
- II. Employment Offer Letter from your previous employer
- III. Most recent 3 months salary slip or salary certificate
- IV. All Education certificates (SSLC onwards)
- V. Your Passport Copy with a validity not less than six months
- VI. Passport Size Photographs
- VII. Your PAN Card
- VIII. Most Recent 6 Months Bank Statements
- IX. Form 16 or Taxable Income Statements duly certified by previous employer.

15. LEAVE

Guidelines to Avail Leave.

- Prowess Infotech provides employees with paid time off for rest, relaxation and rejuvenation. As such, we encourage everyone to use their accrued vacation/leave each year.
- Every employee is entitled for Earned Leave for a period of 12 days in a calendar year.
- Request for leave for 3+ business days should be submitted at least 30 days in advance.
- Request for leave for less than 3 business days should be submitted at least 7 days in advance.
- With the exception of medical necessity, requests for leave are subject to management approval and the needs of the business.
- Leave application form should be filled and sent to the Reporting Manager for approval with a CC: to HR Manager and Project Manager.
- The employee will be intimated about the leave approval, if the employee avails any leave without approval, it will be treated as unapproved leave and absenting from duty.
- If the employee is absent unapproved for more than 3 days, and if the reasons provided to justify the leave taken is not found satisfactory, disciplinary action will be taken against the employee which could lead to termination of employment contract.

PROWESS INFOTECH PRIVATE LIMITED

SRI DURGA ENCLAVE, 3rd Floor Right wing, No.143/6C, Eswaran Salai, Behind Marg Digital Zone, Off OMR, Karapakkam, Chennai – 600 097

- For Sick Leave (SL) of more than 3 days the employee is required to submit a certificate from a registered medical practitioner
- Some business functions have date restriction, and / or limit the number of employees on vacation/leave at the same time. Check with your Reporting manager for department guidelines.
- If an employee has worked on a paid day off from work, i.e worked on a public holiday, can take holiday on a day chosen by the employee
- The employee has to avail the compensatory off within 3 months for the weekends/ public holidays worked.

16. HOLIDAYS & WORKING HOURS

As each region may have different set of holidays, your holiday schedule will be governed by your office location and or also the location of your client.

- A working day shall comprise of nine hours, including a break of one for lunch and 15 minutes for tea breaks. You may be required to work on a shift basis. The shift time will be communicated to you by your Reporting manager and the timings may change from time to time which you will be notified in advance. At times you may be required to work beyond eight hours. Employees at the client site shall follow the working hours as applicable at client site.
- Since we provide support to our global customers from our locations in India to suit client's time zones. In order to fulfil business deliverable as agreed to by the company with clients, as deemed necessary by the company, the holidays and working hours will subject to change.

17. TERMINATION BY EMPLOYER

1. With Cause: The Company may, immediately and without notice, terminate you from employment with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; of (2) conduct that has an adverse effect on the Company's reputation; or (3) substantial or continued unwillingness or inability to perform duties assigned to you or (4) gross negligence or deliberate misconduct or unruly behaviour with clients or colleagues including usage of unparliamentary language/ words; or (5) any material breach of terms and conditions specified in this agreement or (6) You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with Company's policies and code of conduct; or (7) You are guilty of misconduct whether or not in the performance of your duties (including but not limited to being an un-discharged insolvent, being convicted by any criminal court, being involved in any fraudulent activities, etc.,) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company or (8) There is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the information provided by you as detailed under clause (19) (Documentation) or (9) Continuous absence from duty for more than 3 days without approval from the manager; or (10) Violation of any clause in Prowess's HR Policy which is in vogue (11) Reasons

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attributable by the employee for violation of conditions mentioned as per clause (21) (Non-Compete & Non Solicitation). In the event of termination you shall not be entitled to any benefits. In such cases no compensation will be paid to you.

2. Without Cause: Company reserves the right to terminate the service with a written notice of 30 days without having to assign any reasons therefor. In such cases, remuneration (Basic Salary) in lieu of notice period will be payable to you.

18. RESIGNATION BY EMPLOYEE

If you wish to leave the services of the Company, a clear written notice of **90 days** has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/ liabilities Company incurs consequent to the failure to give required written notice.

It is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter will be accepted by the Company only on your satisfying the mandatory two months' notice period. Further, till such time as the Company accepts your resignation letter you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you and the notice period will start from the date of acceptance of your resignation letter. However the decision to relieve you from the services of the company within the notice period is solely at the discretion of the company and the compensation will be paid till the date of release.

However Company can decide to accept buyout of your notice period by buying the salary amount for the number of buyout days depending on the date of relieving as decided by the Company. Acceptance of buyout is at the sole discretion of the company. Because of the exigencies of business, the Company may reject the buyout request in lieu of notice period. In such case you are required to serve the entire notice period failing which you are liable for any financial loss to the Company.

19. DOCUMENTATION

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by Prowess Infotech (including privacy and confidentiality agreements).

If any declaration / documents / deed given or furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, you will be liable to removal from service without any notice or obligation.

20. CONFIDENTIALITY & NON DISCLOSURE :

You hereby acknowledge that by reason of your employment with Prowess Infotech ., you will have access to records, documents, forms, reports, studies, systems, software, correspondence, manuals, plans, media files and other information sources ("Confidential Material") and such Confidential Material constitutes the property of Prowess Infotech Pvt Ltd., and / or its clients. It enables

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Prowess Infotech and / or its clients to compete successfully in business and was acquired or created by Prowess Infotech and /or its client at substantial expense.

In consideration of your employment and the above disclosures, you agree that:

You will disclose to Prowess Infotech all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications (“Proprietary Material”), relating to Prowess Infotech and that such Proprietary Material is the sole property of Prowess Infotech and/or its clients, regardless of whether or not its acquisition or development occurred during work hours, at Prowess Infotech facilities. You will not disclose any such Proprietary Material to any unauthorised person during or after the completion of employment with Prowess Infotech.

You will not remove from Prowess Infotech premises and/ or its client any Confidential Material, except in the performance of your duties. Upon termination of your employment or when called upon by Prowess Infotech you will surrender all such Confidential Material together with any other Prowess Infotech property that have been provided to you by Prowess Infotech or its clients.

You agree to comply with a supplementary agreement, when issued between Prowess Infotech and a client regarding privacy and confidentiality. Such agreement will be incorporated into this agreement by reference including improvements or modification. “Proprietary Material” relating to Prowess Infotech and/or its clients which you acquired or developed during the term of your employment with Prowess Infotech and its client is the sole property of Prowess Infotech and/or its clients, regardless of whether or not its acquisition or development occurred during work hours.

21. NON COMPETE & NON SOLICITATION

You agree that during your employment with Prowess Infotech., until after for a period of twelve (12) months, of discontinuation of services with Prowess Infotech., you:

- a. Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of Prowess Infotech.,) directly or indirectly, solicit, sell to or perform similar services as provided by or available from Prowess Infotech., for any clients of Prowess Infotech or its parent company without the written permission of Prowess.
- b. Will not seek and obtain employment, training or contract for employment elsewhere or seek and obtain employment, training, or contract for employment elsewhere or seek and obtain employment to serve the clients of Prowess Infotech., customers, accounts or prospects, without the written permission of Prowess Infotech.
- c. Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of Prowess without the written permission of Prowess Infotech.
- d. Unless pre-approved by Prowess in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any article in this regard.
- e. Employee recognizes that all items of information are special and unique assets of the company and need to be protected from improper disclosure. In consideration of the information to Third Parties (Clients / Customers / Competitors / Business Partner / Business

Agents), employee agrees and covenant that for a period of 12 months following the termination of this agreement, whether such termination is voluntary or involuntary.

Employee agrees that he/she will not directly or indirectly engage in any business competitive with by

- I. Engaging in as a competitor to company's business
- II. Engaging in as a business owner/ partner / agent similar to company's business
- III. Becoming an employee, rendering advice or offering services to any third party that is engaged in business similar to company's business
- IV. Becoming interested directly or indirectly in any business similar to company's business
- V. Soliciting any current Executive or employee of Prowess for the benefit of a third party that is engaged in similar business
- VI. Soliciting any current or past customers of Prowess for the benefit of a third party that is engaged in similar business

F Employee agrees that he/she thoroughly understands that this non-compete provision is to protect the interest of the company. During the employment period with the Company, Employee will devote his/her full-time efforts to the business of Prowess and will not engage

- I. In any outside consulting work
- II. In any trade or business for his own account
- III. Represent any other person/ firm / corporation
- IV. In any concurrent employment with any other Companies / Firms / Individuals

Contravention of the above will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of compensation in lieu of such notice. Further this contravention will also be deemed as voluntary termination by you of your services without the required notice having been given.

22. CONFLICTS OF INTEREST

- a. You are required to engage yourself exclusively in the work assigned by Prowess Infotech and shall not take up any independent or individual assignments directly or indirectly without the express written consent from Prowess.
- b. 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 Prowess Infotech not to solicit, induce or encourage;
 1. Any employee of Prowess Infotech to terminate their employment with Prowess Infotech or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 2. Any customer or vendor of Prowess Infotech to move his existing business with Prowess Infotech to a third party or to terminate his business relationship with Prowess.

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3. Any existing employee to become associated with or perform services of any type for any third party.

Contravention of the above will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of compensation in lieu of such notice. Further this contravention will also be deemed as voluntary termination by you of your services without the required notice having been given.

23. WAIVER

A waiver by the company of a breach of any provision of this agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorised officer of the company.

24. JURISDICTION

In case of any dispute arising out of the agreement, it shall be subject to jurisdiction of appropriate court of Mumbai, Maharashtra, India

25. INDEMNITY

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/ acts by you including breach of any terms of this agreement. Your signature below confirms that all information, written or oral, provided to us by you is accurate and complete.

Acknowledgement & Acceptance of the Terms and Condition of Employment Contract with Prowess Infotech Pvt Ltd.,

I, _____, have read, understood and agree to accept employment on the terms, conditions and policies herein (Clause 1 to 25) and hereby accept the appointment in totality.

Signature of the Candidate

Place:

Date:

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Dear Student,

Thank you for participating in the **Infosys** recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, **Infosys** will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the **Infosys** family.

Best regards,

Talent Acquisition

Infosys



APPOINTMENT LETTER

January 30, 2022

Dear Kinal Patel,

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:

[Submit & Print](#)

APPOINTMENT LETTER

January 24, 2022

Dear BHUSHAN MAHALE,

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: polycycleclearinghouse@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 polycycleclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I BHUSHAN MAHALE, 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: BHUSHAN MAHALE

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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- 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

(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

23260873

Submit & Print

**MAKE A
DIFFERENCE**

TOGETHER WE'LL BRING A CHANGE

NeoSOFT®

Mr. Shaikh Noman

13th Sep 2022

Alkapuri station road, near RK College, besides Madina Masjid, Raunak apartment, 3rd floor, Room no 307
Mumbai - 401209,
Maharashtra.

Offer Confirmation

Dear Shaikh,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "**Trainee Engineer**" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on **16th Sep 2022**

Joining Location: Prabhadevi - Business Arcade (8th Floor)

During your training period for the first three months from the date of joining, you will get stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company would be **Rs.3,60,000/- Per Annum (Three Lac(s), Sixty Thousand(s) Rupees Only)**. This comprises of your salary and Performance Linked incentives and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 Months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For NeoSOFT Private Limited
Rohan Ghure
HR Manager

ANNEXURE 'A'

SALARY DISTRIBUTION

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	10,000	1,20,000
House Rent Allowance	0	0
Conveyance	0	0
Bonus	0	0
Special Allowance	0	0
Total	10,000	1,20,000
Statutory Benefits (B) #		
Company Contribution to PF ++	0	0
Company Contribution to ESIC	0	0
Gratuity		0
Total Fixed Compensation (A) + (B)	10,000	1,20,000
Performance Bonus*	0	0
Total Cost To Company	10,000	1,20,000
Deductions (C)		
PT	200	2,400
PF Employee Contribution	0	0
ESIC Employee Contribution	0	0
Net Salary (Before Tax) (A)-(C)	9,800	1,17,600

ANNEXURE 'B'

SALARY DISTRIBUTION

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	15,500	1,86,000
House Rent Allowance	7,750	93,000
Conveyance	1,600	19,200
Bonus	1,400	16,800
Special Allowance	3,004	36,053
Total	29,254	3,51,053
Statutory Benefits (B) #		
Company Contribution to PF ++	0	0
Company Contribution to ESIC	0	0
Gratuity		8,947
Total Fixed Compensation (A) + (B)	30,000	3,60,000
Performance Bonus*	0	0
Total Cost To Company	30,000	3,60,000
Deductions (C)		
PT	200	2,400
PF Employee Contribution	0	0
ESIC Employee Contribution	0	0
Net Salary (Before Tax) (A)-(C)	29,054	3,48,653

Insurance Coverage	Annual Amount
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000

Notes:

1. Next annual increment will be based on these performance ratings as follow:
 - @ PR 3 - 5% on current CTC
 - @ PR 4 - 10% on current CTC
 - @ PR 5 - 15% on current CTC
 2. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any under-withholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 3. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Performance Bonus will be disbursed annually.
- # These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.
- ++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made from monthly salary (if applicable).
- ++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.
- A. The following statutory elements are included in the compensation package stated above: (If applicable)
1. **Provident Fund** - You will be covered under the Employee's Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by government from time to time. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.
 2. **Gratuity** - Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for the gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above mentioned compensation.
 3. **ESIC** - As per compensation mentioned above if you are eligible for ESIC then, you will be covered under Employee's State Insurance Act wherein, the Company will contribute towards statutory rate. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.

B. As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. **Group Medical Insurance** - In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** - In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure
3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,
Human Resource
For NeoSOFT Private Limited

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401 404 MH, India

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kecookware

Offer Letter

Mr Aadil Aashir Khan
B-104, Reliable complex
shivaji chowk
Palghar Boisar Road Palghar 401404

6th June 2022

Dear Aadil,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022.

You Offer details are as follows:

- **Your CTC is Rs.17000/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

1. A copy of this offer letter
2. A copy of PAN Card
3. A copy of Aadhar Card
4. Photocopies of all your educational testimonials
5. Technical certifications, if any
6. Experience/ relieving letters
7. Two colour passport-size photos
8. Latest salary slips from your previous organization
9. Cancel cheque of bank account
- 10 A copy of valid Mediclaim Policy
- 11 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,


6/6/2022
HR Manager

Received & accepted

Sign & Date:

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401 404 MH, India

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info@khpl.in
www.kessentials.com

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kecookware

Offer Letter

Mr Bhavesh Harishchandra Waghmare

6th June 2022

Dear Bhavesh,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.14500/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

- 23 A copy of this offer letter
- 24 A copy of PAN Card
- 25 A copy of Aadhar Card
- 26 Photocopies of all your educational testimonials
- 27 Technical certifications, if any
- 28 Experience/ relieving letters
- 29 Two colour passport-size photos
- 30 Latest salary slips from your previous organization
- 31 Cancel cheque of bank account
- 32 A copy of valid Mediclaim Policy
- 33 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date:

Plot 51, 61/2, 62, 76/2,
 Manor Palghar Road, Palghar (E),
 Dist. Palghar 401404 MH, India

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 info@khp.in
 www.kessentials.com

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 kitchen_essentials_cookware
 kecookware

Offer Letter

Mr Durvesh Rohidas More
 H.N. 418
 Popharan Akkarpatti
 BoisarPalghar 401501

6th June 2022

Dear Durvesh,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.14500/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

- 34 A copy of this offer letter
- 35 A copy of PAN Card
- 36 A copy of Aadhar Card
- 37 Photocopies of all your educational testimonials
- 38 Technical certifications, if any
- 39 Experience/ relieving letters
- 40 Two colour passport-size photos
- 41 Latest salary slips from your previous organization
- 42 Cancel cheque of bank account
- 43 A copy of valid Mediclaim Policy
- 44 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date: _____

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401 404 MH, India

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info@khpL.in
www.kessentials.com

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kitchen_essentials_cookware
kecookware

Offer Letter

Mr Hanish Baliram Bari

6th June 2022

Dear Hanish,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.14500/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

- 12 A copy of this offer letter
- 13 A copy of PAN Card
- 14 A copy of Aadhar Card
- 15 Photocopies of all your educational testimonials
- 16 Technical certifications, if any
- 17 Experience/ relieving letters
- 18 Two colour passport-size photos
- 19 Latest salary slips from your previous organization
- 20 Cancel cheque of bank account
- 21 A copy of valid Mediclaim Policy
- 22 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date:

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401 404 MH, India

8793005463, 8793015463, 8793025463
info@khpl.in
www.kessentials.com

kecookware
kitchen_essentials_cookware
kecookware

Offer Letter

Mr Neerajkumar Yadav

6th June 2022

Dear Neerajkumar,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Dispatch**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.17000/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

1. A copy of this offer letter
2. A copy of PAN Card
3. A copy of Aadhar Card
4. Photocopies of all your educational testimonials
5. Technical certifications, if any
6. Experience/ relieving letters
7. Two colour passport-size photos
8. Latest salary slips from your previous organization
9. Cancel cheque of bank account
- 10 A copy of valid Mediclaim Policy
- 11 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date:

Gut 51, 61/2, 62, 76/2,
Manor Palghar Road, Palghar (E),
Dist. Palghar 401404 MH. India

8793005463, 8793015463, 8793025463
info@khpLin
www.kessentials.com

kecookware
kitchen_essentials_cookware
kecookware

Offer Letter

Mr Mohit Vaibhav Mahale
Unity garden
404, Fourth Floor Near Mahadev Mandir
Boisar West Palghar 401501

6th June 2022

Dear Mohit,

With reference to interest shown for an employment with our company and subsequent interviews and discussion you had with us, we are pleased to issue this letter of offer to you for the position of **Junior Trainee Engineer Production**. You are expected to join on Saturday 18th June 2022

You Offer details are as follows:

- **Your CTC is Rs.14500/- per month.**
- **Working Hours -8:30 AM to 7:00 PM**
- **Weekly off - Friday**

Please submit the photocopy following documents, duly self-attested to HR at the time of your joining:

1. A copy of this offer letter
2. A copy of PAN Card
3. A copy of Aadhar Card
4. Photocopies of all your educational testimonials
5. Technical certifications, if any
6. Experience/ relieving letters
7. Two colour passport-size photos
8. Latest salary slips from your previous organization
9. Cancel cheque of bank account
- 10 A copy of valid Mediclaim Policy
- 11 Vaccination Certificate is mandatory.

This appointment is subject to a satisfactory report from references furnished by you and medical/vaccination report.

Considering you a potential employee, we welcome you in the employment wish us. We look forward to your joining our organization.

As a token of acceptance of our Offer, you are requested to sign and return a copy of this letter.

Best regards,

for Kunal Housewares Private Limited,

HR Manager



Received & accepted

Sign & Date:

IU INTERNATIONALE HOCHSCHULE · FRANKFURTER ALLEE 73A · 10247 BERLIN

Mr.
Krupesh Yogesh Shinde
Kalpatru Apartment, Near Aryan High School, Palghar West A/104
401404 Palghar
India

Letter of Admission and Counter-Signed Tuition Contract
MBA, 01.01.2023

Berlin, 07.09.2022

Dear Krupesh Yogesh

Congratulations – we are pleased to offer you a study place at our university!

Enclosed please find your **Letter of Admission**.

The letter of admission officially certifies that we offer you a study place and thus accept you as a student at our university. You will need the letter of admission for your visa application. The German embassy or consulate in your country is responsible for issuing visas and will inform you about visa requirements and the visa application process.

Information on IU Accommodation

Please be informed that places are limited, and demand is very high. In case you want to search for a room or flat on your own, there are numerous portals and directories with a wide range of offers. Please do not hesitate to contact us at accommodation-berlin@iu.org for further information.

Please do not hesitate to contact me if you have any questions.

Kind Regards,



Franz Dellinger

Director Imma & Recognition

IU International University of Applied Sciences

IU Internationale Hochschule GmbH

International Admission

Frankfurter Allee 73a
10247 Berlin
Deutschland
tel. +49 30.2089868.10
admission-international@iu.org
www.iu.org

Business address

IU Internationale Hochschule GmbH
Juri-Gagarin-Ring 152
99084 Erfurt, Germany

Managing directors

Dr. Carmen Thoma, Prof. Dr. Holger Sommerfeldt, Dr. Sven Schütt
Court of registration Jena
HRB 516133, USt-IdNr. DE259481187

IU INTERNATIONALE HOCHSCHULE · FRANKFURTER ALLEE 73A · 10247 BERLIN

Mr.
Krupesh Yogesh Shinde
Kalpatru Apartment, Near Aryan High School, Palghar West A/104
401404 Palghar
India

Letter of Admission

-to be presented for the visa application at the embassy-

To whom it may concern

Herewith we confirm that **Krupesh Yogesh Shinde**, born on **27.08.1997** in **Dahanu, Maharashtra, India**, fulfils the required higher education entrance qualification as well as the English proficiency requirement and was officially accepted as a student at IU International University of Applied Sciences for the following study programme:

MBA

Commencing on: **01.01.2023**

Regular Study Period: **3 semesters, full time study mode**

Language of Instruction: **English is the only language of instruction**

Study location: Berlin (foreigner´s office in charge: LEA Berlin)

This letter of admission is official confirmation of admission to the state accredited IU International University of Applied Sciences. The student will be enrolled after signing the contract documents attached. For the study start all students must be on campus by 10.01.2023 at the latest. Attendance in the in-person lectures is mandatory for students entering Germany with a visa for study purposes. An internal attendance list is kept for monitoring this.

The IU offers study programmes in a quarterly structure, having intakes starting in January, April, July and October. The amount of courses and credits per intake corresponds to the quarterly structure.

We will support Krupesh Yogesh Shinde with finding suitable accommodation and will provide supervision during the full study duration.

Kind Regards,



iu INTERNATIONAL
UNIVERSITY OF
APPLIED SCIENCES
IU Internationale Hochschule
Frankfurter Allee 73A · 10247 Berlin · Germany
iu.org

Franz Dellinger

Director Imma & Recognition

Berlin, 07.09.2022

IU International University of Applied Sciences

IU Internationale Hochschule GmbH

International Admission

Frankfurter Allee 73a
10247 Berlin
Deutschland
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Dr. Carmen Thoma, Prof. Dr. Holger Sommerfeldt, Dr. Sven Schütt
Court of registration Jena
HRB 516133, USt-IdNr. DE259481187

Mr.
Krupesh Yogesh Shinde
Kalpatru Apartment, Near Aryan High School, Palghar West A/104
401404 Palghar
India

Zulassungsbescheid

-Zur Vorlage bei der Visumsbeantragung-

Sehr geehrte Damen und Herren,

hiermit bestätigen wir, dass **Krupesh Yogesh Shinde**, geboren am **27.08.1997** in **Dahanu, Maharashtra, India**, die erforderlichen Hochschulzulassungskriterien sowie die Englischanforderungen erfüllt und offiziell zum Studium an der IU Internationale Hochschule zu folgendem Studiengang zugelassen wurde:

MBA

Beginn: **01.01.2023**

Regelstudienzeit: **3 Semester, Vollzeitstudium**

Unterrichtssprache: **ausschließlich Englisch**

Studienort: Berlin (zuständige Ausländerbehörde: LEA Berlin)

Berlin, 07.09.2022

IU International University of Applied Sciences

IU Internationale Hochschule GmbH

International Admission

Frankfurter Allee 73a
10247 Berlin
Deutschland
tel. +49 30.2089868.10
admission-international@iu.org
www.iu.org

Dieses Schreiben ist eine offizielle Bestätigung über die Zulassung zu einem Studium an der staatlich anerkannten IU Internationale Hochschule. Die Einschreibung wird nach Unterzeichnung des beiliegenden Vertrags vorgenommen. Zum Studienstart müssen alle neuen Studierenden spätestens bis zum 10.01.2023 angereist sein. Für Studierende die mit einem Visum zu Studienzwecken nach Deutschland einreisen, ist die Teilnahme an den Präsenzveranstaltungen verpflichtend. Zur Kontrolle wird eine interne Anwesenheitsliste geführt.

Die IU bietet Studienprogramme in einer vierteljährlichen Struktur an, die jeweils im Januar, April, Juli und Oktober beginnen. Die Anzahl der Kurse und Credits pro Quartal entspricht der vierteljährlichen Struktur.

Die IU wird Krupesh Yogesh Shinde bei der Suche nach einer geeigneten Unterkunft unterstützen und während der gesamten Studiendauer betreuen.

Mit freundlichen Grüßen,



Franz Dellinger

Director Imma & Recognition

Business address

IU Internationale Hochschule GmbH
Juri-Gagarin-Ring 152
99084 Erfurt, Germany

Managing directors

Dr. Carmen Thoma, Prof. Dr. Holger Sommerfeldt, Dr. Sven Schütt
Court of registration Jena
HRB 516133, USt-IdNr. DE259481187



NICMAR UNIVERSITY, PUNE

ADMISSIONS 2022 - Selection Result

Registration No	3830011	
Name	MR. BARI HARSH BHARAT	
Address	At:kankaradi,raghuveer Niwas,waki Road, Tal:dahanu Road,dist:palghar Dahanu-401602 Maharashtra	
Contact Numbers	9158146423/ 9422090846/	
Email ID	harshbari27@gmail.com	
Final Selection Result	<p>Congratulations ! You are selected for MBA ACM programme at Pune campus</p> <p>Offer Letter will be shared with you very shortly.You will get an email notification once offer letter is made available in your login account.</p>	

Acceptance-Offer of Admission

I am pleased to accept the offer of admission to enrol in the allotted Programme. I will surely follow the process for the admission mentioned in the offer letter and will do the necessary action within the stipulated time.

Note: It is mandatory to submit the acceptance of offer of admission till Friday, 29 July 2022.

Submit

Note: The last date for submission of 1st installment of Tuition Fee: Thursday, 11 August, 2022.





H. J. THIM TRUST'S
THEEM COLLEGE OF ENGINEERING

Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009
NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.
Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

2020-2021



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5.2.1 Placement of outgoing students and students progressing to higher education during the 2020-21

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2020-2021	Mukesh Yadav	EXTC	2020	Neosoft Technologies(+91 22 40500600)	3.6 LPA
2020-2021	Swapnil satish patharkar	EXTC	2020	RPL TEST & MEASUREMENTS SOLUTIONS	2.8Lacs per annum
2020-2021	Julee Mallah	EXTC	2020	Newgen (+120 63 66666)	2.4 LPA
2020-2021	Hasim Nazim Pathan	Computer	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Lucky Pareek	Computer	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Abhaykumar Giri	Computer	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Sachin Rajesh Singh	Computer	2020	Neosoft Technologies(+91 22 40500600)	3.6 LPA
2020-2021	Sidhart Rai	Computer	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Abhishek Naier	Computer	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Komal Jadhav	Computer	2020	Infosys (020 2293 2800)	3.6 LPA
2020-2021	Irshadahmed Juberahmed Mansuri	Computer	2020	Bitwise (+91 20 40102000)	3 LPA
2020-2021	Bhavika Vilas Gode	IT	2020	Accenture (1 (571) 434-5003)	4.5 LPA



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2020-2021	Omkar Surendra Ghatge	IT	2020	Accenture (1 (571) 434-5003)	4,5 LPA
2020-2021	Sakshi Singh	IT	2020	Accenture (1 (571) 434-5003)	4.5 LPA
2020-2021	Aditya Patel	IT	2020	Emtec Technologies Pvt.Ltd (91-20-3018-3000)	3.6 LPA
2020-2021	Jeet R Patel	IT	2020	Umbrella Agies (022 35777566)	1.8 LPA
2020-2021	Sagar Bhavsar	IT	2020	Wipro Pvt. Ltd. (28440011)	4 LPA
2020-2021	Shoaib Salim Shaikh	IT	2020	Neosoft Technologies (+91 22 40500600)	3.6 LPA
2020-2021	Disha Ahirrao	Civil	2020	S.M. Enterprises Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Gupta Arun	Mechanical	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Agasiwala Mufaddal	Mechanical	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Sonawne Shubham	Mechanical	2020	Durian Industries (+91 9321525793)	1.8 LPA
2020-2021	Agarwal Pawan	Mechanical	2020	Durian Industries	1.8 LPA
2020-2021	Goswami Rakesh	Mechanical	2020	Durian Industries	1.8 LPA
2020-2021	Dindayal Barishth	Mechanical	2020	Newgen (+120 63 66666)	2.4 LPA
2020-2021	Pawan Agarwal	Mechanical	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Yadav Utkarsh	Mechanical	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA



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2020-2021	Singh Harish	Mechanical	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Yadav Arjun	Mechanical	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Singh Satish	Mechanical	2020	Jitendra Ass. (+91 9833992987)	1.8 LPA
2020-2021	Bangar Dada Saheb	Electrical	2020	Lakshmi Dental	2.4 LPA
2020-2021	Kishan Mandal	Electrical	2020	Lakshmi Dental	2.4 LPA
2020-2021	Mohammed Sameer Rais Khan	Electrical	2020	Schindler Group (022 6131 4444)	2.4 LPA
2020-2021	Prajakta Kohli	EXTC	2020	Gold Medal (+ +91 9711 09 09 09)	2.75 LPA
2020-2021	Aijaz Ahmed Jatu	Civil	2020	FEM (8097012511-2-3)	1.8 LPA
2020-2021	Aadil Behlim	Civil	2020	A.W. Constructions	1.8 LPA
2020-2021	Altaf Shaikh	Civil	2020	Lotus Group	1.8 LPA
2020-2021	Aadil Kureshi	Civil	2020	Capacite Infraprojects Ltd. (91-22 717 33 717)	2.04 LPA
2020-2021	Swarup Rajan Raut	Civil	2020	Sai Constructions (+91 9022488644)	2.16 LPA
2020-2021	Shashideep Misra	Civil	2020	Imperial Builders & Developers LLP	2.16 LPA
2020-2021	Darshan Soni	Automobile	2020	Edureka (+91 89517 55400)	6.5 LPA
2020-2021	Shaikh Arbaz	Automobile	2020	Prabha Engineering (022 6151 9300)	1.26 LPA



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2020-2021	Jashwin Sudarshan	Automobile	2020	Bharat Benz (091520 03991)	1.2 LPA
2020-2021	Mishra Raj Sanjay	Automobile	2020	Hyundai (022 6169 3900)	1.44 LPA
2020-2021	Aakash Shrikant Sanjay	Automobile	2020	Spinny (727-727-7275)	2,04 LPA
2020-2021	Dyanada Mangesh Padwal	IT	2020	Asian Paints Limited (1800 209 5678)	7,4 LPA
2020-2021	Edwin Shabu OF	IT	2020	pgemini Technology (+91 22 6686 0500)	3,8 LPA
2020-2021	Humera Shaikh	IT	2020	Adwallz Pvt. Ltd.(+91 9833554647)	1.8 LPA
2020-2021	Pragnesh Raosaheb Bugade	IT	2020	TIAA GBS	7.33 LPA
2020-2021	Rajkumar Mishra	IT	2020	Atos Syntel (020 4070 1000)	3.4 LPA
2020-2021	Rizwan Syed	IT	2020	Sequiretek Pvt. Ltd.(022 4022 7034)	4 LPA
2020-2021	Anchal Tiwari	IT	2020	Tata Consultancy services (TCS)	2.4 LPA



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Students progressing to higher education :

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2020-2021	Kalekar Neil Vishwanath	AUTOMOBILE	2020	GRIFFITH UNIVERSITY	MASTER OF PROFESSIONAL ENGINEERING
2020-2021	Mestry Mayuresh Sanjay	AUTOMOBILE	2020	OXFORD BROOKS UNIVERSITY	MSC MOTOR SPORTS ENGINEERING
2020-2021	RISHIKESH KELGANDRE	AUTOMOBILE	2020	BRUNEL UNIVERSITY LONDON	MSC ADVANCED ENGINEERING DESIGN
2020-2021	MAKNOJIA FAISAL	IT	2020	LOYALIST COLLEGE TORUNTO	AI & DS
2020-2021	SARTHAK BIPIN	COMPUTER	2020	NORTHEAST COLLEGE OF PROFESSIONAL STUDIES TORONTO	MSC PROJECT MANAGEMENT PROGRAM
2020-2021	DEVRE AMEY ANAND	MECHANICAL	2020	DUBLIN CITY UNIVERSITY	MENG. MECHANICAL & MANUFACTURING ENGG.
2020-2021	KHATRI DHANESH	CIVIL	2020	SOUTHERN NEW HAMSHIRE UNIVERSITY	MANAGER IN GRADUATE



Ref: TCSL/DT20184514495/1431957/Mumbal

Date: 15 June 2021

MR. ASHUTOSH UMAKANT MISHRA

128, Rohit Colony null,

Dalal Tower, Boisar,

Maharashtra-401501.

Tel# 919834605569

Sub: Joining Letter

Dear Mr. Ashutosh Umakant Mishra,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021**, your joining location is **Mumbal**, work location is **Mumbal** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India

Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com

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

Corporate Identification Number (CIN): L22210MH1995PLCO84781



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of INR20000 . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*
- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*
- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

Private and Confidential

Page | 2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLCO84781



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter

**MAKE A
DIFFERENCE**

TOGETHER WE'LL BRING A CHANGE

NeoSOFT
TECHNOLOGIES

Mr. Hasim Nazim Pathan

26th May 2021

Offer Confirmation

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

Date of Joining: You are expected to join duty on **21st June 2021**.

Joining Location: Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

Remuneration: Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For NeoSOFT
Technologies
Rohan Ghure
HR Manager

**MAKE A
DIFFERENCE**

TOGETHER WE'LL BRING A CHANGE

NeoSOFT
TECHNOLOGIES

Mr. Lucky Pareek

26th May 2021

Offer Confirmation

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a **"Trainee Software Engineer"** in our organization on the following terms and conditions:

Date of Joining: You are expected to join duty on **21st June 2021**.

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We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For NeoSOFT
Technologies
Rohan Ghure
HR Manager



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune - 411 016, India
+ 91 20 40102000
bitwise@caif.com
CIN: U72200MH2012PTC025156

OFFER OF EMPLOYMENT

Jun 10, 2021

To,

Irshadahmad Juberahmad mansuri

4839, Laxmi Colony, Sanjay Nagar

Navapur Road, Palghar, Near Vanjari Samaj Hall, Boisar West

Thane, Maharashtra - 401501

Position offered: Project Trainee

Hi Irshadahmad,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

**MAKE A
DIFFERENCE**

TOGETHER WE'LL BRING A CHANGE

NeoSOFT
TECHNOLOGIES

Mr.Abhaykumar Giri

26th May 2021

Offer Confirmation

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

Date of Joining: You are expected to join duty on **21st June 2021**.

Joining Location: Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

Remuneration: Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For NeoSOFT
Technologies
Rohan Ghure
HR Manager

**MAKE A
DIFFERENCE**

TOGETHER WE'LL BRING A CHANGE

NeoSOFT
TECHNOLOGIES

Mr. Sachin Rajesh Singh

26th May 2021

Offer Confirmation

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

Date of Joining: You are expected to join duty on **21st June 2021**.

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

Yours Sincerely,
For NeoSOFT
Technologies
Rohan Ghure
HR Manager



NEWGEN

Newgen Software Technologies Limited

CIN: L72200DL1992PLC049074

9th Floor, Building No.7, Candor TechSpace , IT/ITES SEZ of M/s Seaview Developers Pvt. Ltd.

Plot No. 20 & 21, Sector-135, Noida, Uttar Pradesh – 201304, INDIA.

Tel:- +120-63-66666.

Email: corpmktg@newgensoft.com URL : <https://newgensoft.com>

Ref. No: DC/2021-22/003800

July 4, 2021

Mr. Dindayal Rameshchand Barishth
C/402 Vindhyagiri Apartment,
Girivihar Complex Manvel Pada Road,
Virar East,
Maharashtra - 401305

Sub: - Offer Letter For Training

Dear Mr. Barishth,

Congratulations! We are pleased to inform you that you are one of the chosen few who have proven their worth in 'NEW...GENESIS' - our Campus Engagement Program.

We have accelerated our ambitions to achieve leadership position as a formidable player in the established and in the emerging verticals across the globe. We stand at the threshold of a new era of business opportunity that will completely alter the course of the destiny of Newgen and Newgenites. You will have the opportunity to be part of the growth engine which will fuel the zeal to deliver world class productized software solutions in the business domains of today and tomorrow.

With this, we are pleased to offer you **three (3) months** training with us. During the training period you will be designated as **Application Engineer (T)** and will be paid a stipend of **₹ 20000/- per month**. By the end of the successful completion of your training based on your performance during and at the end of training period, and on getting awarded with degree from your respective university, you will be appointed as **Application Engineer in October 2021** and detailed employment letter will be issued to you.

You are required to report for your internship on **July 5, 2021** at **Unit No. 519, 5th Floor Rupa Solitaire, Building No. A-1, Sector-1, Millennium Business Park, Thane - Belapur Road, Mahape, Navi Mumbai-400710.**

During this period, you are required to abide by the terms & conditions annexed here to.

We wish you a long and rewarding career with us.

For Newgen Software Technologies Limited

(Surender Jeet Raj)

Senior Vice President-HRD

****This is a system generated offer letter, hence does not require signature.**





Rakesh Goswami

ID : 100996

Palghar

Emergency Contact - 7977307969

 **TechFM**



SHOAIB PATEL

Emp. Id : 4591

Bld. Grp. : O+

Phone No : +91 95946 28938



Fem Construction (India) Pvt. Ltd.

20, Techniplex-1, Techniplex Complex,
Off Veer Savarkar Flyover, Goregaon (W), Mumbai-62
Tel.: 8097012511-2-3-4



Name : Aijaz Ahmed Jatu

Emp. Code 0214

Designation Engineer

A handwritten signature in black ink, appearing to read 'Aijaz', written over a horizontal line.

Authorised Signature

CAPACIT'E



INFRAPROJECTS LTD.



ADIL KURESHI

(Execution & Coordination)

Emp.code	: CIPL4332
Location	: Project Site
Blood Group	: A+
Emergency No.	: 9867055690

Employee Signature

Issuing Authority

Capacit'e

Infraprojects Ltd.



IMPERIAL BUILDERS & CONTRACTORS LLP

AVANYA



- Salary Included :
- Health Check up :
- Govt. ID Proof :
- PPE Provided :

<input checked="" type="checkbox"/>
<input type="checkbox"/>
AADHAR
<input checked="" type="checkbox"/>

491293759078 ~~number~~
Individual Signature *[Signature]*

I shall follow all EHS Instructions on site

Project Address : AVANYA, DHAISAR
MUM - 68

Name of Person : SHASHIDEEP MISON

Age / DOB : 27-05-1999

Blood Group : -

Permanent Add. : KURAR VILLAGE
MALAD EAST
MUM - 97

L. Camp Address : - OUTSIDE

Contractor Name : IBC LLP

Contractor Address : PATHANWADI
MALAD EAST

Date of Issue : 22-09-2021

Valid upto : 31-12-2022

[Signature]
Contractor Signature

I shall ensure compliance to all EHS Rules on sale



S. M. ENTERPRISES

Suppliers of Architectural glass
Hardware All Kind of Interior Metal
Fabrication Suppliers of Hardware
Goods

Highway Commercial Center Premises CHSL. Unit No-514, I. B. Patel Road
Goregaon (E), Mumbai 400 063

Date: 12/07/2021

Mrs. Disha Ahirrao
5/6 Ramnarayan Yadav Chawl,
Thakur Nagar Majaswadi,
Jogeshwari (E), Mumbai - 400060

Dear Disha,

Congratulations!

We are pleased to offer you the position of **Billing Engineer** in our organization. You are requested to join us on **12th July 2021**.

Your remuneration on Cost of Company will be **Rs. 1,44,000/-** per annum (Rupees One Lakh Eighty Thousand Only).

You will be on probation period for **1 month** from the date of commencement of your service. This period may be extended at the discretion of the company based on your performance.

Your appointment in the company in pursuance of this letter and the formalization of your appointment is subject to the condition that you submit documents mentioned in attached annexure, complete accurate and true in all aspects, including proof of your current remuneration, Relieving letter from last employer and the positive feedback of your reference check.

We take this opportunity to welcome you to our organization & wish that you should have a long and successful association with us.

Your Sincerely,
For S.M. Enterprises



Manoj

SAI CONSTRUCTION]
Naigoan east
Naigaon, 401208
28/09/2021

Swarup Rajan Raut
Naseem apt 206,
Parnaka vasai west
Vasai, 401201

Dear Swarup Rajan Raut

Sai Construction is excited to bring you on board as Site engineer.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your, benefits and the terms and conditions of your anticipated employment with Sai construction

Sai construction is offering a full time,position for you as Site engineer, reporting to manager/supervisor starting on (1/10/2021) at (naigan east).

In this position, Sai construction is offering to start you at a pay rate of INR 18,000 Rs per month You will be paid on a monthly,basis, starting 1/10/2021

As an civil engineer of sai construction,you will getting your travelling allowance and for safety precautions as well.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 6/10/2021

Sincerely,

Upendra dave.

Signature

**STUDENT
CARD**

OXFORD
BROOKES
UNIVERSITY



Mayuresh MESTRY

Student number 19174407

Course

MSc Motorsport Engineering

Course code MSC-MF **Subjects** MF

Mode F **Valid until** 30 Sep 2022

LETTER OF ACCEPTANCE

Date of Issue: November 11, 2021



Congratulations on Gaining Admission to Cambrian College!

PERSONAL INFORMATION

Family Name: Maknojia	CAQ: No
Given Name: Faisal Zuber	Student's Full Mailing Address: Flat No.B/401, Al-Falah Chs.Ltd, Kranti Nagar Behrambaug, Jogeshwari West Mumbai , Maharashtra 400102, India
Date of Birth: June 22, 1999	
Student ID #: A00254591	Referring Agent (if applicable): Canam Consultants Limited

INSTITUTIONAL INFORMATION

Name of Contact: Tina Dinunzio, International Admissions Officer Phone: 1-705-566-8101 ext. 3003 Email: mailboxadmissions@CambrianCollege.ca	Full Name and Address of Institution: Cambrian College of Applied Arts and Technology 1400 Barrydowne Rd Sudbury, Ontario P3A 3V8, Canada Phone: +1 705 566 8101
Type of School/Institution: Public	
Website: https://CambrianCollege.ca/	Designated Learning Institution #: O19394699409

PROGRAM INFORMATION

Academic Status: Full-Time Program of Study: MOBILE APPLICATION DEVELOPMENT (MAPD) Campus: Barrydowne Program Length: 3 Semester(s) Start Date: May 09, 2022 Approx. Completion Date: April 28, 2023 Credential: Ontario College Graduate Certificate (Post-Graduate) Level of Study: Level 1 Hours of Instruction: 21 Exchange Program: No	Fee Structure: First Payment DUE: \$5,836.87 by December 03, 2021 Second Payment DUE: \$6,080.95 by August 01, 2022 Third Payment DUE: \$2,829.74 by December 01, 2022 Tuition Fees: \$12,214.44 Mandatory Ancillary Fees: \$2,533.11 Total Annual Fees: \$14,747.55*
Internship/Work practicum: Field Placement Required Length of Internship (hours): 300 Field of Work: Mobile Application Development	Scholarship/Teaching Assistantship/Other Financial Aid: No
Conditions of Acceptance: <ul style="list-style-type: none">N/A	Expiry of Letter of Acceptance: May 09, 2022

Notes: *All fees presented are estimates for the first academic year of study. Students are responsible for full program fees. Please contact the college for estimates on full program fees.

Signature and name of institution representative:
Ryan Dearing, Manager of Admissions

A handwritten signature in black ink that reads "Ryan Dearing".

CO-OP WORK PERMIT INFORMATION

November 11, 2021

Designated Learning Institution No.: O19394699409

RE: Faisal Zuber Maknoja
Student ID #A00254591
Date of Birth: June 22, 1999

To Whom It May Concern,

This is to confirm that the above named student has been accepted into the following program that has either a Co-Op (Required), Co-Op (Optional), Internship, or Placement component:

PROGRAM NAME: MOBILE APPLICATION DEVELOPMENT (MAPD)

PROGRAM START DATE: May 09, 2022

PROGRAM COMPLETION DATE: April 28, 2023

TOTAL NUMBER OF HOURS: 300

Due to work permit processing times and tight timelines upon acceptance into the program, a co-op work permit is required.

Please contact Cambrian College at mailboxadmissions@cambriancollege.ca should you require any additional information.

Sincerely,



Ryan Dearing
Manager of Admissions
Cambrian College

LETTER OF ACCEPTANCE

Date of Issue: November 11, 2021



TO ACCEPT THIS LETTER OF ACCEPTANCE

Remit your fees according to the Payment Schedule on the Letter of Acceptance (LOA). If your fees are not paid by the specified due dates, we will be unable to hold your seat in the program.

PAYMENT OPTIONS

Once we receive your fees, we will send you a copy of your receipt to be used for your study permit application.

Applicants paying from overseas:

Cambrian College uses Flywire for all international payments made from accounts outside Canada. This system is built to save you money on currency exchange rates. Pay from any bank and any country.

Go to CambrianCollege.Flywire.com to learn more and make a payment. Please make sure that your name (as seen on your passport) and Student ID # (A00#####) appears on the transfer.

Applicants paying within Canada:

If you are making an online payment from a Canadian financial institution, use "**Cambrian - Student Payments**" as your payee and use your Student ID # (A00#####) as your account number. Payment may be made electronically.

Please make sure that your name (as seen on your passport) and student number appear on all transfers.

The refund policy can be found on our website: <http://cambriancollege.ca/international/international-students-apply/internationalstudents-refund-requests>

CAMPUS LIFE

Cambrian College is home to a vibrant community of over 11,000 Canadian and international students in more than 75 career-focused programs. It also has the distinction of being centrally located in 'Canada's Happiest City*', and there are plenty of reasons why! (*Source: 2015 Statistics Canada Report)

Sudbury is home to a diverse community that contributes to the city's evolving entertainment, culture, indoor/outdoor recreation, dining, and retail sectors. As the largest city in northern Ontario, this safe, welcoming and thriving urban centre is uniquely surrounded by peaceful and beautiful scenery of natural landscapes.

On campus, you'll find places to live, eat, play, study, and relax! Whether you're looking to join a student group or sports league, are seeking academic advice, or simply need a place that feels like home, Cambrian College has everything you'll need.

Starting learning more about your new city:

- **Living in Sudbury:** greatersudbury.ca/living
- **Sudbury Transportation System:** greatersudbury.ca/living/transit
- **Where to Eat:** sudburytourism.ca/eat
- **Where to Shop:** sudburytourism.ca/shop
- **Things to See and Do:** sudburytourism.ca/explore
- **Nearby Communities to Explore:** northeasternontario.com

IMPORTANT INFORMATION

You are required to submit a copy of your valid study permit and passport to Cambrian International upon arrival.

If you have any questions concerning the above, please do not hesitate to e-mail Tina Dinunzio at mailboxadmissions@cambriancollege.ca

Sincerely,

Ryan Dearing, Manager of Admissions
Cambrian College of Applied Arts and Technology



Irshad Shaikh <irshad.shaikh@theemcoe.org>

Fwd: Confirm your enrollment for July 26

Faiz Khan <faiz.khan@theemcoe.org>
To: irshad.shaikh@theemcoe.org

Wed, Dec 1, 2021 at 5:21 PM

On Tue, 26 Oct, 2021, 8:04 pm Dhanesh Khatri, <dhaneshkhatri60@gmail.com> wrote:

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

From: **Nicole Abreu** <admissions@snhu.edu>
Date: Tue, Jul 6, 2021 at 4:40 PM
Subject: Confirm your enrollment for July 26
To: <dhaneshkhatri60@gmail.com>

Dear Dhanesh,

Congratulations on your acceptance to Southern New Hampshire University! As a manager in the Graduate Admission department, I'd like to recognize the importance of this next step in your educational journey.

I want to be sure you have everything you need to confirm your enrollment and start classes on July 26. If you're ready to enroll, you can contact your admission counselor by calling 888.387.0864 or emailing admissions@snhu.edu.

If you need help or have questions about moving forward, [please feel free to contact me](#). I am happy to help!

Nicole Abreu | Team Lead
33 S. Commercial Street, Manchester, NH 03101
Office Phone: 888.387.0864 | admissions@snhu.edu



If you no longer wish to receive emails from SNHU, you may [unsubscribe](#)



Irshad Shaikh <irshad.shaikh@theemcoe.org>

Fwd: Brunel University London Application - 2132316

Khan Wasim Mohammed Raees khan <wasim.khan@theemcoe.org>
To: irshad.shaikh@theemcoe.org

Wed, Nov 17, 2021 at 8:01 AM

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

From: **SPEED THRILL** <beinganautomobile@gmail.com>
Date: Fri, 22 Oct 2021, 12:36
Subject: Fwd: Brunel University London Application - 2132316
To: <wasim.khan@theemcoe.org>

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

From: <international-admissions@brunel.ac.uk>
Date: Tue, 14 Sep 2021, 20:07
Subject: Brunel University London Application - 2132316
To: <beinganautomobile@gmail.com>



Rushikesh Vijay Kelgandre
A/304 Renuja Palace Shanti Park
Mira Road East
Thane - 401 107
Mumbai
401107
India

14 September 2021

Dear Rushikesh

Congratulations! We are pleased to make you **an unconditional offer** to study with Brunel University London from January 2022. Please read this letter carefully as it contains everything you need to know about your offer.

Your Course

Your Brunel Student ID:	2132316
Course Title:	MSc Advanced Engineering Design
Department:	Department of Mechanical and Aerospace Engineering
Mode of Study:	Full-Time
CAH3 code:	CAH10-01-01 (Engineering (non-Specific))
Academic Level:	Masters Degree
Registration Date:	4 January 2022
End Date:	31 January 2023
Tuition Fees:	Based on the information you have provided on your application form, you have been classed as an Overseas student for fees purposes. Tuition fees for 2021/2 will be £19,855. Fees and Additional Costs are payable for each year of your

course. Fees for any subsequent year of study will not increase by more than 5% each year.

We have assessed your fee status against regulations set by the UK government. For information on these regulations please visit the independent organisation [UKCISA's website](#). If you think we have incorrectly identified your fee status you should contact the Admissions Office immediately.

If you are being sponsored by a company, organisation, or charitable trust you must provide us with a sponsor letter (financial guarantee) before or when you register, otherwise you will be deemed a self-funded student responsible for paying your own fees.

You can find a full copy of our [Student Financial Policy](#) on our website. Please click on the Student Financial Policy link relating to your year of entry.

Additional Costs:

Your course may carry additional course-related costs that you will be required to pay. Please read the '[Additional Costs](#)' document to see if any additional costs apply to your chosen course.

Your Offer

There are no conditions on your offer. Your unconditional offer is based on the qualifications you have declared in your application.

Registration requirements

When it is time to join your course and register as a Brunel University London student, you must provide the following:

- A scanned copy of your highest qualification: Bachelor degree, University of Mumbai
- Provide evidence of approved sponsorship or a scholarship, or pay at least 40% of the course fee for this academic year (including your deposit payment).

Your Student Contract

Please check the details of the offer we are making to you:

1. Is this the course you intended to apply for?
2. Is the mode of attendance correct (full time, part time, sandwich, online, distance learning, study outside of the UK, etc)?
3. Is this the start date you wanted?

If anything is incorrect, please contact us immediately.

It is important that you read your offer carefully. We have based your offer on the information you provided when you applied. If your conditions include completing qualifications that you are no longer taking, or if you anticipate any problems with being able to meet your conditions, you must contact us straightaway.

Please be aware that if:

- You do not satisfy the conditions set out above by/at the relevant time;
- You fail to provide evidence as or if required;

and/or

- It becomes apparent to us that any of the information you have provided to us, at any time, is false, inaccurate, misleading or incomplete,

We may withdraw your offer of a place and you will not be able to register on the course, or if relevant, we may terminate our contract with you.

By accepting our offer:

- You are agreeing to be subject to the terms and conditions set out in this letter.
- You are agreeing to Brunel University London's Terms and Conditions, Statutes, Council Ordinances and Senate Regulations, and all University rules, policies and procedures in force. Full details and our Terms and Conditions, including information about the payment of fees and Complaints policy, can be found on our [website](#). You should read these before accepting your offer.
- A legal contract is formed between you and the University on the basis of the terms and conditions of your offer that are set out in this letter.

You can read a full copy of our Admissions Policy [here](#).

Your right to cancel your agreement

You have the right to cancel your contract with us within 14 days of accepting this offer, without giving any reason. The cancellation period will expire after 14 days from the day you accept your offer. To exercise the right to cancel, you must inform Brunel University London of your decision to cancel in writing, i.e. by post or e-mail (or you may wish to use our standard cancellation form which can be found in the Student Contract, found [here](#)). To meet the cancellation deadline, it is sufficient for you to send your communication concerning your exercise of the right to cancel before the cancellation period has expired.

Please note that if your studies with us will start within the cancellation period, you may not be entitled to a full refund of any fees you have already paid to represent the value of any services actually provided to you before the expiry of the cancellation period. For information on your legal right to cancel this contract, visit our [website](#).

Further Information

Student Immigration Information

If you need a Student Visa to study in the UK, please note that this letter is NOT the Confirmation of Acceptance for Studies (CAS) that you need in order to apply for a Student visa, if you need this to study in the UK. Under the current regulations, a CAS is only valid for 6 months. We will issue your CAS no more than 6 months before the start of your course, provided you have an unconditional offer at that point. If you have an unconditional offer but have not received your CAS 6 months before the course start date, please contact international-admissions@brunel.ac.uk.

- **Estimated costs of living**

From 1 December 2020, to meet UK Visas and Immigration (UKVI) finance requirements, when you apply for your Student visa you will need to show that you have £1,334 for living costs for every month of your course (up to a maximum of 9 months or £12,006). This is in addition to your remaining tuition fees, and may not accurately reflect your personal costs. We recommend that you plan your finances accordingly before you start your course. Useful advice about this can be found on the [UK Council for International Student Affairs \(UKCISA\) website](#). Note that if your Student visa application is made before 1 December 2020, the monthly finance requirement for your living costs is £1,265 (or £11,385 for nine months).

- **Changing the course that you wish to study**

Now that you have been offered a place, we recommend that you ensure this is the course you definitely wish to study. Under the current UK Immigration Rules, once a Student visa has been obtained, there are restrictions on the ability of a student to change courses on that visa. In some cases, the course change may only be possible if a new Student visa application is made from outside of the UK. Please contact the Admissions Office **before** you are issued a Confirmation of Acceptance for Studies (CAS) if you wish to study another course.

If you require any further visa or immigration advice, please refer to our website: <https://www.brunel.ac.uk/international/visas-and-immigration>

About your course

If you would like more information about your course, please click [here](#).

Any Questions

You can find out more about studying at Brunel University London by visiting the 'Useful Information' section of your [my Applications portal](#) including:

- **Visiting the campus:** We'd love to meet you at one of our applicant events. We'll be in touch with more details. If you are unable to make it to an applicant event but would still like to see our campus, we run [campus tours](#) most Wednesdays throughout the year. If you can't make it onto campus then you can always take our [virtual tour](#)
- **Accommodation on campus:** What the options are and how to book
- **Health and Welfare:** Information about our student support services
- **Scholarships and bursaries:** What is available, how and when to apply
- **Widening Access to Higher Education:** How we can help you to make the most of your time at Brunel University London
- **English Language courses at Brunel University London:** Courses you can take if English is not your first language, to help you meet the English Language conditions of your offer or to help you improve your skills further
- **Registering on your course:** What you need to do and when; how to pay your tuition fees (if relevant)
- **Keeping in touch:** We will be sending you further emails over the coming months to let you know about important dates and deadlines. If you change your email address, please make sure you update your contact details in [my Applications](#) so that you don't miss any important information.

Contact Us

Congratulations once again, we look forward to welcoming you to Brunel University London. If you have any questions about your offer, you may find the answer on our [FAQ pages](#). If not you can email admissions@brunel.ac.uk or call +44 (0)1895 265265. When you contact us, please quote your Brunel Student ID number, which is 2132316.

Yours sincerely



Mrs Charlotte Norman
Head of Admissions

Brunel University London
Communications, Marketing and Student Recruitment
T +44 (0)1895 265265 | E international-admissions@brunel.ac.uk
W <http://www.brunel.ac.uk/courses/admissions>

Brunel University London, Uxbridge, Middlesex, UB8 3PH, United Kingdom
T +44 (0)1895 274000
www.brunel.ac.uk

It is recommended that you print a copy of this offer letter for your records

Clárlann
Ollscoil Chathair
Bhaile Átha Cliath
Baile Átha Cliath 9
Éire

Registry
Dublin City University
Dublin 9
Ireland

T +353 1 700 5338
F +353 1 700 5504
W dcu.ie/registryqueries



Student Name: Amey Devre
DCU Student Number: 20211897

9 March 2021

Offer Letter

Dear Amey,

We are delighted to inform you that following an assessment of your DCU application you have been offered a place on our **DC814 - MEng in Mechanical & Manufacturing Engineering (Full Time)** programme for the academic term **September 2021**.

Dublin City University is a university of transformation and enterprise, and is widely recognised as a dynamic and innovative institution that is distinguished by both the quality and impact of its graduates and by its focus on the translation of knowledge into societal and economic benefit. Having grown its student population by more than 50% in the past five years, DCU is Ireland's fastest growing university and today hosts more than 17,000 students across its three academic campuses.

Acceptance procedures and other relevant information is outlined on the following page and a summary of your offer is as follows:

Course name: Time)	DC814 - MEng in Mechanical & Manufacturing Engineering (Full
Course Commencement date:	September 2021
Offer Status:	Full
Acceptance deadline:	24/02/2021
Course duration:	12 months
Tuition Fee:	17000
Condition of Offer:	None.

Full fee payment must be made before September 2021.

All offers are subject to the verification of the qualifications and/or work experience, which you have specified in your application, or which you have indicated will be obtained prior to registration. In addition, this offer is subject to sufficient intake onto the programme to make it viable to deliver in September 2021.

If you have any queries relating to this offer please do not hesitate to contact us here in the DCU International Office by email at international.office@dcu.ie or by phone at +353-1-7007411

We would like to take this opportunity to congratulate you and we look forward to welcoming you at DCU.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Paul Smith', is written over a horizontal line.

Paul Smith,
Director International Office



23 November 2021

Mster Neil Vishwanath Kalekar
Office No. 1 to 8,S-1,Ground Floor,Block-F, Opp. American Plaza,International
Trade Tower
New Delhi
INDIA

Griffith International
+61 (0)7 3735 7200
griffith.edu.au

Dear Mister Kalekar

Congratulations on being accepted into Griffith University. It gives me great pleasure to extend to you an invitation to study the following program(s):

- **Master of Professional Engineering**

Griffith University is proud to be ranked in the top 250 universities in the world, and in the top 50 under 50 years old. With approximately 50,000 students from 130 countries studying across our campuses in South East Queensland, we offer a vibrant campus experience in a beautiful natural environment. The support offered to international students at Griffith University has won a number of awards, including for our Griffith English Language Enhancement Strategy, and you will be welcomed by our Griffith Mates from the moment you arrive.

We recognise that your academic study is a stepping stone to your chosen career, and we look forward to supporting you through real-life industry experiences, access to career mentors and a range of other initiatives that will enhance your employability, as well as the skills and knowledge sought after by today's employers. When you are ready to graduate, there are a range of support services available to help you in making that next step.

Having been an international student myself, I am well aware of the significance of your decision. I know the life changing impact studying and living in another country can have. It is important to us that you feel supported and secure both in your choice of university, and during the application process. If you have any questions at all about accepting your offer or studying at Griffith, please contact your Admissions Officer.

I do want to take this opportunity to congratulate you and wish you success in your chosen education path.

Together with the rest of the Griffith community, I look forward to you joining us at Griffith.

Kind regards

Professor Sarah Todd
Vice President (Global)



Griffith ID Number: 5290404
Date of Birth: 24 February 1996

Date: 23 November 2021

Dear Mister Kalekar

We are pleased to offer you a place in:

- **Master of Professional Engineering**

Your Letter of Offer contains the following information:

1. Program details and conditions of offer.
2. Tuition and other fees.
3. Griffith University conditions of acceptance.
4. Refund of fees policy.

We will send you a **Confirmation of Enrolment (CoE)** once you have:

- paid your total deposit fee (if applicable).
- accepted your offer through StudyLink or provided a signed acceptance of offer form.
- returned evidence of meeting any conditions of offer (if applicable).

IMPORTANT: You must not apply for your Australian student visa until you have received your CoE(s) from Griffith University.

Griffith University offers a diverse range of scholarships for international students. Please visit our [scholarship page](#) for a full list of scholarships, eligibility criteria, deadlines and how to apply for a scholarship.

Details on Griffith's accommodation partners and our on-campus accommodation are available at Griffith.edu.au/accommodation.

If you have applied for or have been granted residency status in Australia, please advise either your agent or the Griffith International Office. This offer is not valid for Australian or New Zealand citizens, Australian permanent residents or Australian permanent protection visa holders.

Please refer to your [Letter of Offer Explained](#) for more information about how to accept your offer, English language study options, orientation, and commonly-used terms.

Please do not hesitate to email us if you have any questions.

Warm regards

Shalini Dwiwadi
Admissions Officer
Griffith International

Program details and Conditions of Offer

Griffith University - Master of Professional Engineering (5728)

CRICOS Code:	097689D	Campus:	Gold Coast campus
Program commencement date:	14 March 2022	Program length:	2 years (160 Credit Points)
Estimated total fee:	AUD \$78,000.00		
Major selected:	Mechanical Engineering		
Orientation start date:	07 Mar 2022		
Credit awarded*:	N/A		

- Additional information:**
- * If you have been awarded **credit**, your reduced program length is conditional on successfully completing the required Griffith University courses within the standard timeframe. For more information on credit please refer to the [Credit Precedent Database](#).
 - Please also note that the estimated total degree tuition fee indicated on your Letter of Offer is calculated for the entire degree program. However, if your program length has been reduced as a result of credit awarded, the applicable total degree tuition fee may vary accordingly.
 - You can access information about your degree program and plan for your enrolment in individual courses by accessing the published information on the [degree and career finder website](#).
 - The degree and career finder website will provide information about your degree program and the modes of study for each course, including compulsory online and/or work-based training, placements, and/or other community-based learning and/or collaborative research training arrangements. Please ensure that you take the time to review this information before accepting your offer.
 - **COVID-19 and Travel Restrictions for commencing students only**
In 2022, some courses in this program can be offered online for international students outside Australia due to travel restrictions. For students commencing study from outside Australia, online delivery is an interim arrangement. Once travel restrictions are lifted, students will be expected to travel to Australia as soon as they are able, to continue their study on campus, and they will require a student visa for this. If travel restrictions prevent this, students will need to apply for a Leave of Absence.

- Conditions:**
- A certified/attested true copy of your all semester individual academic marksheets (Regular and Supplementary) and award certificate for your Bachelor of Engineering in Automobile undertaken at University of Mumbai with a minimum GPA of 5.0 on a 7.0 point scale/ showing (successful) completion.
 - Successful completion of Griffith University's Genuine Temporary Entrant (GTE) assessment. In order for the University to undertake this assessment, please complete and return the attached Student Study Statement and Questionnaire including any requested documentary evidence. Please do not transfer your deposit until confirmation is provided by the University that this condition has been met.

If you are currently studying at another education institution in Australia and you wish to enrol with Griffith University prior to completing the first six months of your program, you must provide a letter of release from that institution supporting your transfer to Griffith University.

Tuition and other fees

You will need to pay the **total deposit fee** listed below before Griffith University can issue you with your CoE.

Current fees due

Degree tuition deposit fee	AUD \$19,500.00
Overseas student health cover***: - 25 months of Single Cover OSHC start date: 21 February 2022 OSHC end date: 15 March 2024	AUD \$1,313.00
Total deposit fee*:	AUD \$4,313.00

Additional information

*The **total deposit fee** is the total amount you are required to pay before Griffith University will issue your CoE. This will include relevant costs such as an application fee, English enrolment fee (for English programs), Overseas Student Health Cover charges and tuition fees (where applicable).

If you do not accept your offer by the due date as advised in this offer, you will be liable for the full tuition deposit fee for your program of study and will be invoiced for any outstanding amount by the program's census date.

The degree deposit fee is usually equal to one teaching period of tuition fees for your program. Please refer to information under total program fees for additional information on your tuition fees.

***Griffith University's preferred provider of OSHC for student visa holders is [Allianz Care Australia](#). Griffith will organise OSHC for the duration of your visa. The cost of your visa-length plan is shown above and is included in your total deposit fee. If you have alternative OSHC for the duration of your student visa, please provide evidence with your acceptance of offer.

Total program fees

Estimated total degree tuition fee	Master of Professional Engineering: AUD\$ 78,000.00
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Scholarship information

We are pleased to advise that you may be eligible for an [International Student Academic Excellence Scholarship](#) or [International Student Academic Merit Scholarship](#). The International Student Academic Excellence Scholarship covers 25% of tuition fees for the duration of the program, while the International Student Academic Merit Scholarship covers 20% of tuition fees for the duration of the program.

You are required to meet Griffith University entry requirements and any other conditions as stated in your offer letter in order to secure one of these scholarships. In addition, you must meet scholarship specific academic criteria. You can check your scholarship suitability in the [Minimum GPA criteria \(PDF\)](#).

Prior to payment, please send your additional documentation with your acceptance of offer and if eligible, we will reissue an offer letter with the relevant scholarship applied to the deposit fee for the commencing Trimester.

Please visit the web pages provided for full terms and conditions of these scholarships, and if you have further questions you can contact the Scholarships team directly via email at финаid-scholarships@griffith.edu.au

Student fees and charges

The fees quoted in your Letter of Offer are current at the time of issuing your offer. However, tuition fees are increased annually and the tuition fee you will pay is the tuition fee for your program in the year you commence your study. Once you are enrolled in your first teaching period you will be invoiced for any balance owing. The annual tuition fee increase after your commencement year will be no more than 2.5%.

Griffith University tuition fees are published for each degree program and can be found at griffith.edu.au/degrees.

The tuition fees you pay for each teaching period will depend on the program in which you are enrolled and the number of credit points in which you are enrolled. A standard full-time teaching period enrolment is 40 credit points, however some programs require you to enrol in more or fewer than credit points per teaching period. If you receive an offer for multiple degree programs the tuition you will pay for each program is the tuition fee applicable to the year in which you commence each program.

Please note that the fees quoted do not include any special equipment or resources that may be required.

Information in relation to late payment of tuition fees or other circumstances in which additional fees may apply can be found at [policies.griffith.edu.au/pdf/Fees and Charges Policy Schedule I.pdf](http://policies.griffith.edu.au/pdf/Fees_and_Charges_Policy_Schedule_I.pdf)

How to accept your offer and pay your 'Total deposit fee'

You must complete the online Student Study Statement and Questionnaire (SSSQ). A link to the questionnaire will be sent to you in a separate email.

If your Genuine Temporary Entrant (GTE) assessment is successful, a revised letter of offer will be issued (with the GTE condition removed) and you will be able to proceed to accept your offer, provide any other outstanding conditions (if required) and pay the deposit fees. If your GTE assessment is unsuccessful, you will be notified by email.

By accepting this offer I declare that:

- I am a Genuine Temporary Entrant and a Genuine Student as defined by the Department of Home Affairs (HA) and confirm that studying the program for which I am accepting my offer is my primary purpose for coming to Australia and I fully understand my obligations as an Australian student visa holder.
- I am academically qualified for the program I am accepting and have, or will have, the English proficiency level required to commence the program.
- The documents that I have provided to support my application are true and correct. I understand that Griffith University reserves the right to withdraw my admission or terminate my enrolment if false or misleading information has been provided.
- I have genuine access to the total funds required, while in Australia, to cover all tuition costs, return airfare, overseas student health cover and living expenses for myself and any dependents (approximately A\$21,041 per year for living expenses for myself).
- I have read and understood the Refund of Fees section which is an extract from [Griffith University's Tuition Fees and Charges Policy](#).
- I have read and understood the Letter of Offer Explained booklet, which provides important information about any non-tuition fees that I may incur, including as a result of having my study outcomes reassessed, deferring my study, fees for late payment of tuition fees, or other circumstances in which additional fees may apply.
- I have read and understood the Griffith University [Student Review and Appeal process](#).
- As soon as I arrive in Australia and am studying with Griffith University, I will advise the University of my home and mailing address in Australia, my mobile phone number, my email address and who to contact in emergency situations. I will ensure that this information is updated within seven days of any change during my studies.
- Griffith University tuition fees are published for each degree program and can be found at [degrees.griffith.edu.au](#). The tuition fees I pay each teaching period will depend on the program in which I am enrolled and the number of credit points in which I am enrolled. A standard teaching period enrolment equates to 40 credit points, however some programs may require me to enrol in more or fewer credit points per teaching period. If I receive an offer for multiple degree programs, the tuition I will pay for each program is the tuition fee applicable to the year in which I commence each program.
- The fees quoted do not include any special equipment or resources that may be required and that information in relation to late payment of tuition fees or other circumstances in which additional fees may apply can be found in the Fees and Charges Policy Schedule.
- Information in relation to late payment of tuition fees or other circumstances in which additional fees may apply can be found in the [Fees and Charges Policy Schedule I](#).
- I have read and understood the requirements for [achieving satisfactory course progress](#).
- Any reduction in the normal program duration in my Letter of Offer is a result of credit for prior studies.
- If I am a sponsored student I cannot change my program without receiving prior written approval from my sponsor/scholarship provider.
- I am responsible for keeping a copy of this Letter of Offer (written agreement), and receipts of any payments of tuition fees or non-tuition fees.

I authorise Griffith University:

- to release information to my sponsor/scholarship provider (if I am sponsored) relating to my studies, including enrolment details, academic progress, visa information, fees; and
- to check details of my migration status (study and/or work entitlements) with the Department of Home Affairs.

By accepting this offer I understand that:

- I am responsible for obtaining a student visa (if required) and to meet the HA Student Visa conditions to permit me to study full-time in Australia for the duration of my study.
- If I supply fraudulent documents or information, the HA will refuse my visa application or cancel my visa if it has already been granted.
- My visa may also be refused if HA is not satisfied that I am a Genuine Temporary Entrant and a Genuine Student or if I do not meet health and character requirements.
- Once I pay my OSHC to Griffith University, my details will be forwarded to Allianz Care Australia, and I agree to enter into and be subject to the terms and conditions of the Allianz OSHC policy, available at [allianzcare.com.au/en.html](#)
- The fees quoted in my Letter of Offer are current at the time of issuance. However, tuition fees are increased annually and the tuition fee I will pay is the tuition fee for my program in the year I commence study. Once I am enrolled in my first teaching period I will be invoiced for any balance owing. The annual tuition fee increase after my commencement year will be no more than 2.5%.

Privacy Policy

Griffith University collects, stores, uses and shares personal information for the purposes of administering student and prospective student admissions, enrolments and education and for the other purposes specified in the University's privacy plan which is available at [griffith.edu.au/privacy-plan](#). By accepting this offer, you agree that personal information provided by you to the University will be handled in accordance with the University's privacy plan and the laws of the State of Queensland rather than the laws of any other country and you accept that information may be disclosed by the University to third parties including third parties outside of Australia in the circumstances set out in the University's privacy plan. You also acknowledge that the laws of the State of Queensland do not afford you rights to data portability or the right to be forgotten. Information disclosed to third parties may also include details about your compliance with the conditions of your Student Visa and your obligations under Australian immigration laws and to the Tuition Protection Services Director pursuant to obligations under the ESOS Act 2000 and the National Code of Practice 2018. For further information, consult the University's privacy plan which is available at [griffith.edu.au/privacy-plan](#).

Refund of fees

(This is an extract from Section 3.6 of the Fees and Charges Policy)

3.6.1 - Refund of Tuition Fees – Commencing Student

For the purpose of this section of the refund policy, a commencing student is an international student commencing with Griffith University (including students who have accepted a packaged offer) or an international student enrolled in their first period of study at Griffith University.

Reason for refund	Refund Payable	Time to pay refund
Provider Default		
Griffith University is unable to provide the program or program does not start on the agreed start date for which an offer has been made.	Griffith University will endeavour to offer an alternative program or location or the student can choose to receive a full refund of pre-paid tuition fees. In the unlikely event that Griffith is unable to meet these obligations, the Tuition Protection Service (TPS) will assist you in finding an alternative program or to get a refund if a suitable alternative is not found.	14 days from the date the program ceases to be provided.
Student Default		
The student provides documentary evidence that their application for a visa has been refused.	Refund of any pre-paid tuition fees less an administration charge of \$500 or 5% (whichever is the lesser amount).	28 days after receiving a complete refund application from the student.
The student is unable to satisfy prescribed conditions stipulated in the University's letter of offer and the University determines the student made a genuine attempt to meet the conditions.	Full refund of any pre-paid tuition fees.	28 days after receiving a complete refund application from the student.
The student withdraws their Acceptance(s) of Offer or cancels their enrolment in writing at any time prior to the first day of teaching and up until the census date.	Refund of any pre-paid tuition fees less a \$3000 penalty. Unless the provisions of section 3.7 apply.	28 days after receiving a complete refund application from the student.
The student is granted Australian permanent residency and subsequently withdraws their Acceptance(s) of Offer or cancels their enrolment in writing at any time prior to the first day of teaching and up until the census date and does not apply for a place as a domestic student.	Refund of any pre-paid tuition fees less a \$3000 penalty. Refer to section 3.8.	28 days after receiving a complete refund application from the student.
The student cancels their enrolment in a program or takes leave of absence from a program or withdraws from a course for any reason after the census date.	No refund Unless the provisions of section 3.7 apply.	
The student is found to have provided fraudulent documents or incorrect or misleading information with their application for admission.	No refund.	
The University cancels a student in a program due to non-enrolment after the census date.	No refund Unless the provisions of section 3.7 apply.	

Note: The application fee is non-refundable

3.6.2 - Refund of Tuition Fees – Continuing Student

For the purpose of this section of the refund policy, a continuing student is an international student enrolled in their subsequent period of study at Griffith University.

Reason for refund	Refund payable	Time to pay refund
Provider Default		
Griffith University ceases to provide the program for which an offer has been made after it has started, but before it is completed by the student.	Griffith University will endeavour to offer an alternative program or location or the student can choose to receive a full refund.	14 days from the date the program ceases to be provided.
Student Default		
The student provides documentary evidence that their subsequent application for a visa has been refused	Refund of any pre-paid tuition fees less an administration charge of \$500 or 5% (whichever is the lesser amount).	28 days after receiving a complete refund application from the student.
The student cancels their enrolment in the program or requests leave of absence from the program, and written notification is received from the student prior to the commencement of trimester.	Full refund of any pre-paid tuition fees.	28 days after receiving a complete refund application from the student.
The student cancels their enrolment in the program or requests leave of absence from the program, and written notification is received on or after the first day of teaching and prior to the census date.	Refund of any pre-paid tuition fees less a \$3000 penalty. Unless the provisions of section 3.7 apply.	28 days after receiving a complete refund application from the student.
The student is granted Australian permanent residency and subsequently cancels their enrolment in writing at any time prior to the first day of teaching and up until the census date and does not apply for a place as a domestic student.	Refund of any pre-paid tuition fees less a \$3000 penalty. Refer to section 3.8	28 days after receiving a complete refund application from the student.
The student is excluded from the University for failing to satisfy academic progress requirements.	All fees paid in respect of the teaching period from which the exclusion takes effect are refundable.	28 days after receiving a complete refund application from the student.
The student's enrolment is cancelled for non-payment or partial payment of fees by the due date and payment is subsequently received, but it is so late in the teaching period that reinstatement of enrolment is denied on academic grounds.	Full refund of any pre-paid tuition fees or the payment applied against the fees for the next teaching period.	28 days after receiving a complete refund application from the student.
The student cancels their enrolment in a program or takes leave of absence from a program or withdraws from a course for any reason after the census date.	No refund Unless the provisions of section 3.7 apply.	
The University cancels a student in a program due to non-enrolment after the census date.	No refund Unless the provisions of section 3.7 apply.	
The student breaches their student visa conditions and their student visa is subsequently cancelled by the Department of Home Affairs.	No refund.	
The student is found to have provided fraudulent documents or incorrect or misleading information and the student is subsequently cancelled for student misconduct.	No refund.	

3.6.4 - Refund Conditions for Off-shore

The University reserves the right to apply specific and different fee refund conditions to students enrolled in off-shore programs delivered with the assistance of off-shore partner organisations. Any such specific and different fee refund conditions will be outlined in the letter of offer.

3.6.5 - Program Transfer

If the student transfers from one program to another, the student is liable for the tuition fee related to the new program. Where the student has already paid the tuition fee for the first program, and the new program has a higher tuition fee, the student must pay the additional tuition fee. Where the new program has a lower tuition fee, any tuition fees in credit will be credited towards the remaining tuition fees, or refunded as provided in section 3.10.

3.6.6 - Withdrawal from Course

If the student withdraws from a course but does not withdraw from the program, and the withdrawal is affected prior to the census date (refer to Schedule H), the tuition fee for that course will normally be credited towards the remaining or future tuition fees. Alternatively, on application from the student, approval may be given for the tuition fee to be refunded as provided in section 3.10.

3.6.7 - Withdrawal from course on granting of credit

If a student receives credit for a course in which they are enrolled, the full tuition fee paid by the student for that course will be treated according to section 3.6.6, even if notification of credit approval is received after the census date.

3.7 - Withdrawal in Compassionate Circumstances - Grounds for Refund

Withdrawal in compassionate circumstances may be accepted as grounds for a full or partial refund of tuition fees.

Compassionate circumstances may include but are not limited to:

- serious illness or disability which prevents the student from being able to study; or
- death of a close family member (parent, grandparent, sibling, spouse or child); or
- political or civil event or natural disaster which prevents payment of fees.

These reasons may be accepted as grounds for a full or partial refund of fees for any of the reasons prescribed in section 3.6, provided that adequate documentary evidence is provided to support the application for a refund.

The student may also be eligible for withdrawal without academic penalty.

The process for applying for a refund and withdrawal without academic penalty in compassionate circumstances, including the time period within which an application must be lodged, is set out in the Student Administration Policy.

3.8 - Permanent Residency

3.8.1 If a student provides evidence of becoming a permanent resident of Australia prior to their commencement of study in the program and they subsequently apply for a place as an Australian resident student either as a Commonwealth supported student or a fee-paying student through the normal processes the offer of an international student place will be withdrawn and all tuition fees will be refunded.

3.8.2 If, after commencing study in the program, a student obtains permanent resident status in Australia and provides evidence of permanent resident status prior to the census date, the student will be provided with a domestic fee-paying place.

The student will be eligible for a refund of the difference between the fee as an international student and the fee for a domestic fee-paying student for the period of study in which the residency status changed.

3.8.3 If a student obtains permanent resident status but does not fulfil the conditions set out in section 3.8.2 by the census date, the student will not be eligible for a full or partial refund of tuition fees paid for the period of study in which the residency status changed. On continuing their enrolment in the next period of study, the student will be enrolled as an Australian resident student in a domestic fee-paying place.

3.8.4 A student who is enrolled as a domestic fee-paying student because of a change of residency status may apply for a Commonwealth supported place at the next admission period, provided that the student satisfies the conditions for transfer from a domestic fee-paying place to a Commonwealth supported place, as set out in the *Undergraduate Programs Admission Policy*.

3.8.5 The above processes also apply to an international student who becomes a New Zealand citizen during the course of their study.

3.9 - Remittance of Refund

Students must use the University's online or hard copy refund application form and attach any required supporting documents. In the event that the information provided in the refund application is not complete and further information is required, the processing timeline will not commence until the requested information has been submitted.

All refunds for which students are eligible, with the exception of refunds arising from withdrawal from a course (refer to sections 3.6.5, 3.6.6 and 3.6.7), will be:

- Refunded to the student via the original payment method to the student's home country, less any costs associated with the refund process; or
- Upon application by the student, remitted to another Australian education institution to which the student is approved to transfer, subject to the receipt of documentary evidence from the education institution regarding the student's transfer.

An application by a student for a refund to be paid to them at an Australian address will only be considered in exceptional circumstances.

Student refunds are normally paid to the person or organisation which originally paid the fees unless documentary evidence is available to justify payment to a third party. Refunds cannot be paid until Griffith University is in receipt of the monies into its account as cleared funds.

Any debts to Griffith University must be paid in full or the outstanding amounts will be deducted from the refund which is due.

3.10 - Review of the Refund Assessment Decision

If a student is dissatisfied with the refund assessment decision, the student may forward an application for review of the decision to the Associate Director, International Administration, Griffith International, using the *Review of a Decision* form in accordance with the University's Student Review and Appeals Policy and *Student Review and Appeals Procedures*. The decision of the Associate Director, International Administration is final.

Note: This written agreement, and the right to make complaints and seek appeals of decisions and action under various processes, does not affect the rights of the student to take action under the Australian Consumer Law if the Australian Consumer Law applies.

Northeastern College of Professional Studies

March 2, 2021

Dear Sarthak Bpin:

It is my pleasure to inform you that you have been accepted into Northeastern University's College of Professional Studies Master of Science in Project Management program for the Fall 2021 term at the Toronto campus with a September start date.

Our regionally accredited programs provide an educational experience that is founded on proven scholarship strengthened through practical application and sustained by academic excellence. Here at the College of Professional Studies, we are committed to providing you with a high level of academic excellence and superior service.

Your acceptance to the College of Professional Studies is granted under the following condition(s):

You must submit final official transcripts showing degree conferral and date.

Additionally, your offer of admission is contingent upon your satisfaction of all local, state, and federal laws.

Upon successfully meeting the condition of your acceptance, you will be formally accepted into the program and admitted to the University. If the condition is not met, your conditional admittance will be rescinded and you will not be able to continue to register for classes. Should any changes to your condition of acceptance and/or program requirements occur, you will be notified of the changes and be held to any new standards put in place.

Now that you have been accepted, please confirm that you plan to attend by completing the enrollment confirmation form. This is also a great time to visit our website for accepted students which will help guide you through the enrollment confirmation process and important next steps such as activating your myNortheastern account, submitting official transcripts, and exploring program curriculum.

In addition, you can view our current course offerings online at <http://www.cps.northeastern.edu/courses/>. It is important to note that you are required to follow the program curriculum that is in effect during the Fall 2021 term. Please review the curricula at the beginning of your start term to be sure you have the most up to date information.

Registration will open six weeks prior to the start term. Once registration is open for the Fall 2021 term, you should create your myNortheastern account. myNortheastern is a portal where you will receive critical information from the University and College, access billing and course information, and several other student related items. Once you have created your account you can proceed to register for classes via the student portal.

All admitted students who will need a study permit should request a Proof of Acceptance (POA) letter from the Office of Global Services. You will receive further instructions right after the confirmation of your enrollment. To learn more about the study permit process please visit <https://international.northeastern.edu/ogs/canada/>

On behalf of the faculty and administration at Northeastern University, I would like to congratulate you on your admission. I am sure you will find the College of Professional Studies an exciting and intellectually challenging place to further your education.

Sincerely,



David Fields, Ph.D.
Senior Associate Dean
Academic and Faculty Affairs
Professional Programs
College of Professional Studies
Northeastern University



H. J. THIM TRUST'S
THEEM COLLEGE OF ENGINEERING

Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009
NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

2019-2020



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5.2.1 Placement of outgoing students and students progressing to higher education during the 2019-20

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2019-2020	ANSARI SHAHBAJALI IMTIYAJ	Civil Engineering	2020	Strubuild consultant LLP	2Lac
2019-2020	BHARDWAJ SATISH VIRENDRA	Civil Engineering	2020	Strubuild consultant LLP	1.8 Lac
2019-2020	BHATI RAZA AMIN	Civil Engineering	2020	Kalpataru JCC	2.1lac
2019-2020	KAHAR VIKAS RAMDHANI	Civil Engineering	2020	omkar Towers	1.6 lac
2019-2020	KALLA NAVEEN NARAYAN	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	KAPADIA MOHD FAIZAN MOHD TAHIR	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	KESARWANI RAHUL SHANKARLAL	Civil Engineering	2020	omkar Towers	1.8lac
2019-2020	KHAN SHAHRUKH SHOHRAB	Civil Engineering	2020	Shankar Ventures	1.8lac
2019-2020	KHOJA IBRAHIM ZULFIKAR	Civil Engineering	2020	Kalpataru JCC	1.8lac
2019-2020	MOHAMMED ADNAN MOHD BASHIR	Civil Engineering	2020	Clover Infotech	1.8lac
2019-2020	PATHAN AKRAM HABIB	Civil Engineering	2020	StruBuild Consultant LLP	2Lac
2019-2020	PATIL SAMIKSHA JITENDRA	Civil Engineering	2020	Agami Realty Boisar	1.8 Lac
2019-2020	PATIL SAURABH SADANAND	Civil Engineering	2020	L&T	2.2Lac
2019-2020	PHADATARE GIRISH HANMANT	Civil Engineering	2020	L&T	2.2Lac
2019-2020	PIMPLE CHINMAY RAVINDRA	Civil Engineering	2020	L&T	1.8 Lac
2019-2020	PRAJAPATI ASHOK NEBULAL	Civil Engineering	2020	Omkar Towers	1.6 lac
2019-2020	SHAIKH AMAN SALIM	Civil Engineering	2020	Khan Group	1.8 Lac



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2019-2020	VISHVAKARMA DEEPAK NANDLAL	Civil Engineering	2020	Omsai Constructions	1.8 Lac
2019-2020	Shailesh Ramesh Chingude	Civil Engineering	2020	GeoVista Technologies Pvt Ltd	1.44Lac
2019-2020	Khan Ashfaque Anees	EXTC	2019	FabSolTek	1.8 Lac
2019-2020	Swapnil S Patharkar	EXTC	2019	Smart I Systems PVT LTD Vasal	1.8 Lac
2019-2020	Alok S Jha	EXTC	2019	Smart I Systems PVT LTD Vasal	1.8 Lac
2019-2020	Bhakti Sanjay Yadav	EXTC	2019	Odyssey Pvt Ltd,Goregaon	1.8 Lac
2019-2020	vaibhav Subhash Bhair	EXTC	2019	Odyssey Pvt Ltd,Goregaon	1.8 Lac
2019-2020	Akash Pandey	EXTC	2019	HDFC	1.8 Lac
2019-2020	Taiba Ali Akbar Quadri	EXTC	2019	Hadwise technology	2.3lkhs/annu m
2019-2020	Rutika V Kohle	EXTC	2019	Hadwise technology	2.3lkhs/annu m
2019-2020	Bhoir Vaibhav Subhash	EXTC	2019	Ericsson Pvt Ltd	14k per month
2019-2020	Ashfaque anees khan	EXTC	2019	Goldmedal Switches & systems	3.6lacs per annum
2019-2020	Prathmesh more	IT	2019	Microworld software services	1.8 Lac
2019-2020	Vivek Gaud	IT	2019	Microworld software services	1.8 Lac
2019-2020	Ankit yadav	IT	2019	Microworld software services	1.8 Lac
2019-2020	Vikas singh	IT	2019	Microworld software services	1.8 Lac
2019-2020	Bhafalekar Shreyas Prashant	IT	2019	A One Salasar	1.8 Lac
2019-2020	Yadav Ankit	IT	2019	eScan	1.8 Lac
2019-2020	Saurav Banerjee	IT	2019	eScan	1.8 Lac
2019-2020	Sharma Rajkumar	IT	2019	Minecraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Khan Haris	IT	2019	Minecraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Chaudhary Pallav	IT	2019	Minecraft Technologies Pvt. Ltd.	1.8 Lac
2019-2020	Shaikh Mhd Furkan Mhd Ayyub	IT	2019	Nimap Infotech	1.8 Lac
2019-2020	Baig Huzefa Asif	IT	2019	TCS	1.8 Lac
2019-2020	Mishra Shubham Sanjay	IT	2019	TCS	1.8 Lac



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2019-2020	Amit ramachandra shukla	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Akash Sajjanlal Sharma	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Prajyot pandurand Arekar	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Swapnil sainath Desai	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	zabid Rakim khan	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Chinmay Suresh Machhi	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Satish Shayam Sankhe	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Govind Sunil Patil	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Shubham Satish Sankhe	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Gauresh Bharat Kumbhar	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	khan Mohammed Ishaue Nisar Ahmed	Electrical	2019	JBS Enterprises Pvt.Ltd.	96000/- per annum
2019-2020	Aniket Dhivar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Pratik Bhagat	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Amit Mahto	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Viraj kandalgaonkar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rakesh Mishra	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Bhavik Patel	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Kaustubh Mhatre	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Pratik Khandkar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Jiggeshprasad M Gupta	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Romal s. Sogale	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Amit wagheralkar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Sanket Jadhav	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Parag Raut	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Akash Ranpise	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Arbaaz Kapadia	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Darshan Ghoil	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Shukla Dhruv	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ghosh Bitaan	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Prachet C Kalshetty	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Jugal Jagda	Mechanical	2019	Mahindra & Mahindra	1.8LPA



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2019-2020	Ankit Maurya	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Aniket Vishwakarma	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Meet Mistry	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Sharjeel Sarguroh	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Arfat Tehsildar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Nikhil Shahu	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ashish Jaiswal	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Adesh Maral	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rahul bisht	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Gangasagar	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Chetan Raju Jakkam	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Rohit Ramchandra	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Yogesh Samsher	Mechanical	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Siddhant belvalkar	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Omkar shingte	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Prathamesh ahire	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Abijith J Nair	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Advait kadam	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Akash Giri	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Kunal Lokhande	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Santosh Pandey	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Gajesh Padvekar	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Ashish Maurya	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Tanmay S Chonkar	Automobile	2019	Mahindra & Mahindra	1.8LPA
2019-2020	Desai Sandesh	Electrical	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Chauhan Sahil	Electrical	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Pawar Akash	Electrical	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Shaikh Atik	Electrical	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Desai Swapnil	Electrical	2019	Mahindra & Mahindra	96000/- per annum
2019-2020	Dalvi Shubham Yashwant	Computer	2019	A One Salasar	96000/- per annum
2019-2020	More Prathamesh Vijay	Computer	2019	A One Salasar	96000/- per annum
2019-2020	Chauhan Amit	Auto	2019	Capgemini	96000/- per annum
2019-2020	Gaud Vivek	Computer	2019	Clover Infotech	96000/- per annum



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					annum
2019-2020	Patil Sunil	Computer	2019	Clover Infotech	96000/- per annum
2019-2020	Vikas Balbir Singh	Computer	2019	eScan	96000/- per annum
2019-2020	Sankhe Pranay C.	Civil	2019	Geovista Pvt. Ltd.	1.8LPA
2019-2020	Yadav Surajkumar K.	Civil	2019	Geovista Pvt. Ltd.	1.8LPA
2019-2020	Chingude Shailesh R.	Civil	2019	Geovista Pvt. Ltd.	1.8LPA
2019-2020	Patil Akanksha	Computer	2019	Infosys	1.8LPA
2019-2020	Gilani Anisa	Computer	2019	Infosys	1.8LPA
2019-2020	Sankhe Sahil	Computer	2019	Infosys	1.8LPA
2019-2020	Khan Atik	Computer	2019	Infosys	1.8LPA
2019-2020	Naik Shubham	Computer	2019	Infosys	1.8LPA
2019-2020	Singh Vikaas Balbir	Computer	2019	Infosys	1.8LPA
2019-2020	Pratiksha Chamute	Computer	2019	Intrasoft Pvt Ltd	1.8LPA
2019-2020	Gauresh Kumbhar	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Shukla Amit	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sankhe Shubham	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sankhe Satish	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Macchi Chinmay	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Patil Govind	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Arekar Prajyot	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Khan Mohd Ishaque	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Sharma Akash	Electrical	2019	J B S Enterprises Pvt. Ltd.	1.8LPA
2019-2020	Gupta Dinesh Kumar	Computer	2019	Mindcraft Technologies Pvt. Ltd.	1.8LPA
2019-2020	Patil Unnati Rajesh	Computer	2019	NeoSoft	1.8LPA
2019-2020	Khan Nikhat W. H.	Computer	2019	Nimap Infotech	1.8LPA
2019-2020	Gilani Anisa Salim	Computer	2019	Nimap Infotech	1.8LPA
2019-2020	Gilani Humaira	Computer	2019	Servosys Pvt. Ltd.	1.8LPA
2019-2020	Jha Rakhi Nagendra	Computer	2019	TCS	1.8LPA
2019-2020	Patil Unnati Rajesh	Computer	2019	Zeus Learning	1.8LPA
2019-2020	Aakash Awdheshnath	Electrical	2019	Fabricon's	1.8LPA



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	Tiwari				
2019-2020	Ajay Yashwant Tambe	Electrical	2019	Schindler Elevators I.P.L	1.8LPA
2019-2020	Akhilesh Avinash Saluhkhe	Electrical	2019	Global Power Source Group & Company	1.8LPA
2019-2020	Akhilesh Ravindra zore	Electrical	2019	E-Tech Automation	1.8LPA
2019-2020	Akshay Dinkar Harmalkar	Electrical	2019	Zenith Dye Intermediate Ltd	1.8LPA
2019-2020	BARAIYA PRAKASH ISHWARBHAI URMILABEN	Electrical	2019	Pace Electrical Maintence	1.8LPA
2019-2020	Chetan mahesh kadam	Electrical	2019	Actis Tech Pvt Ltd	1.8LPA
2019-2020	DADHICH PRANAV GIRIRAJ	Electrical	2019	George Electricals	1.8LPA
2019-2020	Dharmesh Anil Nandu	Electrical	2019	Falcon Techno Projects	1.8LPA
2019-2020	Farooqui Faizan	Electrical	2019	Falcon Pvt Ltd	1.8LPA
2019-2020	HARDIK CHANDRAKANT RAUT	Electrical	2019	Lupin	1.8LPA
2019-2020	Harsh Darji	Electrical	2019	Waves Engineering	1.8LPA
2019-2020	Ibrahim Taiyeb Hafizjee	Electrical	2019	KEEC	1.8LPA
2019-2020	Kamlesh Tahsheeldar sharma	Electrical	2019	KEPL	1.8LPA
2019-2020	Krishna Mahendra Yadav	Electrical	2019	GM Modular Pvt Ltd	1.8LPA
2019-2020	Mandar Surendra Patil	Electrical	2019	ACG Capsules	1.8LPA
2019-2020	Mansoori saud mubarak	Electrical	2019	Falcon Pvt Ltd	1.8LPA
2019-2020	MARIJ TOUKEER SIDDIQUE	Electrical	2019	KEEEC (I) Pvt Ltd	1.8LPA
2019-2020	Mishra Ankeshkumar Mahendrakumar	Electrical	2019	Anco & Ansus	96000/- per annum
2019-2020	MUJJAFAR SULTAN KALIYA	Electrical	2019	Scrane Engg Work	96000/- per annum
2019-2020	Naseem Mohammad Ali Shaikh	Electrical	2019	Siemens	96000/- per annum
2019-2020	Niket kini	Electrical	2019	Tata Steel	96000/- per annum
2019-2020	Patel Arjun Madanlal	Electrical	2019	Trident Electrical	96000/- per annum
2019-2020	PATEL DHARMESH YOGESH	Electrical	2019	Family Business	96000/- per annum
2019-2020	Patil Abhishek Atmaram	Electrical	2019	Jajoo Automation	96000/- per annum



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2019-2020	Pratik amrutbhai patel	Electrical	2019	Troupe Technology Pvt Ltd	96000/- per annum
2019-2020	Pratik Arvind Katore	Electrical	2019	Global Power Source Group & Company	96000/- per annum
2019-2020	Pratik Patel	Electrical	2019	Troup Technology	96000/- per annum
2019-2020	Ravi Kiran shah	Electrical	2019	Projexonsottech	96000/- per annum
2019-2020	Rohit sandip kini	Electrical	2019	Kone Elevator	1.8LPA
2019-2020	Satyendra Singh	Electrical	2019	Polycab Lightings	1.8LPA
2019-2020	Saurabh Tandel	Electrical	2019	Gsalcoextraction	1.8LPA
2019-2020	Shailesh Shivshankar Pandey	Electrical	2019	Grade Electricals Pvt Ltd	1.8LPA
2019-2020	shubham tulshiram bore	Electrical	2019	Aarti Drugs	1.8LPA
2019-2020	Siddhesh satyawan pangrekar	Electrical	2019	Konstelee Engineers Pvt. Ltd	1.8LPA
2019-2020	Singal Darshan Ranchhod	Electrical	2019	PAM Pharma	1.8LPA
2019-2020	Singh Ankitkumar Vijay	Electrical	2019	Viraj	1.8LPA
2019-2020	Sushant Hasmukh Keni	Electrical	2019	S.S.D.B.PLt	1.8LPA
2019-2020	Tanmay achyut meher	Electrical	2019	Canbara Industries	1.8LPA
2019-2020	Tanmay Sunil Sankhe	Electrical	2019	Angadpal Industries	1.8LPA
2019-2020	Thakur Naitik Harehwar	Electrical	2019	Apar Industries Ltd	1.8LPA
2019-2020	VALA VIPUL AMRUTLAL	Electrical	2019	Falcon Techno Projects	1.8LPA
2019-2020	Vishal mahendrabhai mistry	Electrical	2019	Goel Power	1.8LPA
2019-2020	Yadav Deepakkumar Umesh	Electrical	2019	KEEC	1.8LPA
2019-2020	Akash Yadav	IT	2019	Paramatrix	1.8LPA
2019-2020	Acharya Rakesh Shankar	Automobile	2019	Ganesh Engg Works (Business)	1.8LPA
2019-2020	Gaikwad Sagar Mahadev	Automobile	2019	Karamtara Engg (G.E.T)	1.8LPA
2019-2020	Gawad Prathmesh Umesh	Automobile	2019	Chandan Steel Ltd (G.E.T Planning)	1.8LPA
2019-2020	Kale Himesh Jitendra	Automobile	2019	Emmanuel Auto (Assistant Mechanic)	1.8LPA
2019-2020	Khan Abdul Haseeb Naemullah	Automobile	2019	Sodexo (supervisor)	1.8LPA
2019-2020	Makwana Vaibhav	Automobile	2019	Mahindra & Mahindra	1.8LPA



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	Bhavanbhai			(Quality Assurance)	
2019-2020	Niak Omkar Tukaram	Automobile	2019	Sai Service (Service Advisor)	1.8LPA
2019-2020	Pandya Jeet Himanshu	Automobile	2019	Lakozy Toyota (Sales consultant)	1.8LPA
2019-2020	Patel Mohsin Mashak	Automobile	2019	J.K Files India Ltd (Quality Incharge)	1.8LPA
2019-2020	Patel Urvesh Jayeshkumar	Automobile	2019	Aquene Auto (Internship)	1.8LPA
2019-2020	Sawant Vinay Vasudeo	Automobile	2019	Aquene Auto (Internship)	1.8LPA
2019-2020	Shaikh Sohail Ahmed Qavi	Automobile	2019	Hako Indian Pvt Ltd (Service engineer)	1.8LPA
2019-2020	Singh Adarsh Jaishkumar	Automobile	2019	Hako Indian Pvt Ltd (Sales Engineer)	1.8LPA
2019-2020	Vishwakarma Ashish Divanchand	Automobile	2019	Hako Indian Pvt Ltd (Service Manager)	1.8LPA
2019-2020	Abdul Rehman Tanwar	Civil	2019	M R Construction Company	1.8LPA
2019-2020	Ahad Javed gahlot	Civil	2019	Select one construction	1.8LPA
2019-2020	Ahmed Hamid Masood	Civil	2019	Zeydn pvt.ltd	1.8LPA
2019-2020	Amol sadanand patil	Civil	2019	S.D corporation	1.8LPA
2019-2020	Ankit Tari	Civil	2019	Imperial Lifestyle Pvt Ltd	1.8LPA
2019-2020	Azhar Hussain	Civil	2019	Mahalaxmi construction	1.8LPA
2019-2020	Bhandari Shubham Mahesh	Civil	2019	Sheetal Construction	1.8LPA
2019-2020	Deepak Agrawal	Civil	2019	KK Gupta Builders and liver	1.8LPA
2019-2020	Deepak Savita	Civil	2019	RAHEJA Builder	1.8LPA
2019-2020	Dhananjay Ram	Civil	2019	Jaiswal construction	1.8LPA
2019-2020	Gawandi Iram Aslam Ruhi	Civil	2019	MUMBAI INTERNATIONAL AIRPORT PVT LTD	1.2LPA
2019-2020	Hussain Sadriwala	Civil	2019	Centennial Enterprises	1.8LPA
2019-2020	Indresh pandey	Civil	2019	PG INFRA VENTURE PVT LTD	1.8LPA
2019-2020	Jaiswal Chhedilal Gangaprasad	Civil	2019	Satellite Aedifex PVT. LTD.	1.8LPA
2019-2020	Jeevaj Ramudgar Yadav	Civil	2019	Shree Sai Contractors and Engineers	1.8LPA
2019-2020	Mayuddin parkhetiya	Civil	2019	Nirman construction	96000/- per annum
2019-2020	Md Zulfakar Ali	Civil	2019	Karan builders	96000/- per annum



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2019-2020	Mohd Fazal Zainuddin Ansari	Civil	2019	DELTA ENTERPRISES	96000/- per annum
2019-2020	Neelkanth Yogendra Thakur	Civil	2019	Strut Care Consulting Engineers Pvt Ltd	96000/- per annum
2019-2020	Patil Tejas Madhukar	Civil	2019	Tejas construction	96000/- per annum
2019-2020	Pranav Khot	Civil	2019	Yardi Prabhu Consultants & Valuers Pvt. Ltd.	96000/- per annum
2019-2020	Qureshi Mohammed Youhanna	Civil	2019	A.J. Builders	96000/- per annum
2019-2020	Raviraj Subhash Katkar	Civil	2019	Sai Dutt real infra pvt ltd.	96000/- per annum
2019-2020	Rayeen Mohammed Javed	Civil	2019	Karan builders	96000/- per annum
2019-2020	Shaikh abid mubarak	Civil	2019	A.s civil engineers and contractors	96000/- per annum
2019-2020	SHAIKH MOHD FAISAL	Civil	2019	KESAR INDUSTRIES	96000/- per annum
2019-2020	Shubham sharma	Civil	2019	Midas construction	1.8LPA
2019-2020	souleha bano mohammad shafique	Civil	2019	shree ostwal builders	1.8LPA
2019-2020	Tanwar Abdul Rehman M Yaqoob	Civil	2019	M R Construction company	1.8LPA
2019-2020	Vinit Rajesh Rai	Civil	2019	DNS Infratech	1.8LPA
2019-2020	Vinod H.Yadav	Civil	2019	Mahalaxi construction	1.8LPA
2019-2020	Aakash Mishra	Comp	2019	Wellness forever medicare pvt ltd.	1.8LPA
2019-2020	Abrar Ansari	Comp	2019	Taxosmart LLP	1.8LPA
2019-2020	Arbaaz Sajeed Shaikh	Comp	2019	Capgemini	1.8LPA
2019-2020	Avadhesh Dinesh Gupta	Comp	2019	Taxosmart LLP	1.8LPA
2019-2020	Deepak Jadhav	Comp	2019	QAD	1.8LPA
2019-2020	Faizan Khan	Comp	2019	Saint Gobain Indec	1.8LPA
2019-2020	GOSWAMI ANMOLKUMAR ANANDNATH RANI	Comp	2019	In- Solutions Global Limited	1.8LPA
2019-2020	Kadaya Akbarabbas Shabbirali	Comp	2019	Taxosmart LLP	1.8LPA
2019-2020	khatri usama huzaifa	Comp	2019	aartzy infotech pvt ltd	1.8LPA
2019-2020	Kinjol Rajesh Shah	Comp	2019	Sanda Group of Company (WEMET)	1.8LPA
2019-2020	Pooja Shashidhar Shetty	Comp	2019	Contentstack India Pvt Ltd	1.8LPA
2019-2020	Qumais Syed	Comp	2019	QAD	1.8LPA
2019-2020	Rinku Uday Patil	Comp	2019	One Aim Solutions	1.8LPA



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2019-2020	Rohit Sakharam Kadam	Comp	2019	Quality kiosk	1.8LPA
2019-2020	Sarsambe Malikarjun Gurappa	Comp	2019	Galentic Technologies pvt ltd	1.8LPA
2019-2020	Shivam Singh	Comp	2019	Proxykhel	1.8LPA
2019-2020	Siddhi Kiran Wade	Comp	2019	Hexaware Technologies (Mainstreamtek)	1.8LPA
2019-2020	SRIRAM SAYANNA POCHAMPALLI	Comp	2019	Mastek	1.8LPA
2019-2020	Zaid khan	Comp	2019	One Aim Solutions	1.8LPA
2019-2020	Anand Singh	Electrical	2019	Robokart	1.8LPA
2019-2020	Khan Moh Zishan	Electrical	2019	JBS Enterprises	1.8LPA
2019-2020	Yadav Deepakkumar	Electrical	2019	Robokart	1.8LPA
2019-2020	Kevin Shah	Electrical	2019	Robokart	1.8LPA
2019-2020	Pandey Shailesh	Electrical	2019	Dotsmark	1.8LPA
2019-2020	Mistry Vishal	Electrical	2019	Dotsmark	1.8LPA
2019-2020	Shah Kevin	Electrical	2019	Dotsmark	1.8LPA
2019-2020	Singh Ankit	Electrical	2019	eclerx	1.8LPA
2019-2020	Shialesh Singh	ETRX	2019	Hadwise	1.8LPA
2019-2020	Gaurav Mishra	ETRX	2019	Robokart	1.8LPA
2019-2020	Gaurav P. Mishra	ETRX	2019	UST technologies Associate Software Developer	1.8LPA
2019-2020	Neha Mhatre	ETRX	2019	Hardware Tester	1.8LPA
2019-2020	Ranakumar V. Singh	ETRX	2019	Accenture, Associate Software Developer	1.8LPA
2019-2020	Sunil Prajapati	ETRX	2019	Sevice Engg	1.8LPA
2019-2020	Tanvi Sankhe	ETRX	2019	Software Tester	1.8LPA
2019-2020	Viddesh Gharat	ETRX	2019	Software Tester	1.8LPA
2019-2020	Jaydip Shiyara	EXTC	2019	Hadwise	1.8LPA
2019-2020	Pranay Deepak Patil	EXTC	2019	Edyssey Pvt Ltd	1.8LPA
2019-2020	Prathamesh Ashok Kini	EXTC	2019	JSW Pvtv Ltd	1.8LPA
2019-2020	Quadri Taiba	EXTC	2019	Hadwise	1.8LPA
2019-2020	Rutika kolhe	EXTC	2019	Hadwise	96000/- per annum
2019-2020	Sanket S. Yerunkar	EXTC	2019	Smart I Sysytem Pvt Ltd	96000/- per annum
2019-2020	Shreyoshi Roy	EXTC	2019	Fabsol Tek (Jr. Quality Control engg)	96000/- per annum
2019-2020	Swapnil Patharkar	EXTC	2019	Application Socialist	96000/- per annum
2019-2020	Utkarsha K Kini	EXTC	2019	Smart I Sysytem Pvt Ltd	96000/- per annum



H. J. THIM TRUST'S THEEM COLLEGE OF ENGINEERING

Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009
NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

2019-2020	Vaibhav Subhash Bhoir	EXTC	2019	Jr QC Engg	96000/- per annum
2019-2020	Abhishek Izhava	IT	2019	Contenstack India Pvt Ltd	96000/- per annum
2019-2020	Akshay Pandey	IT	2019	Wonderbiz	96000/- per annum
2019-2020	Akshay Sankhe	IT	2019	BARC	96000/- per annum
2019-2020	Fauzan Padvekar	IT	2019	DXC Technologies	96000/- per annum
2019-2020	Kawal Raut	IT	2019	Adroid cooperate svs pvt ltd	96000/- per annum
2019-2020	Khan Sagir	IT	2019	Minecraft Softwrae Pvt Ltd	1.8LPA
2019-2020	Mayur Kadam	IT	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Monis Khot	IT	2019	Zeus Learning	1.8LPA
2019-2020	Pandey A.	IT	2019	Wonderbiz	1.8LPA
2019-2020	Pandey Akshay	IT	2019	Medical wale.com	1.8LPA
2019-2020	Prasthamesh Choudhary	IT	2019	Mafatlal Industries	1.8LPA
2019-2020	Raj Vishwakarma	IT	2019	Qttech Software Pvt ltd	1.8LPA
2019-2020	Rajavi Raut	IT	2019	DXC Technologies	1.8LPA
2019-2020	Rejendra Patil	IT	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Sagar Mehta	IT	2019	Media.net	1.8LPA
2019-2020	SujeetKumar Prajapati	IT	2019	Rupeeseed Venture Pvt Ltd	1.8LPA
2019-2020	Tanmay Sarkar	IT	2019	TCS	1.8LPA
2019-2020	Vividh Tare	IT	2019	Robokart	1.8LPA
2019-2020	Sagar Sonavane	Mechanical	2019	Robokart	1.8LPA
2019-2020	Aarif Pathan	Mechanical	2019	Viraj Profiles (Mechanical Maintenance Engg0	1.8LPA
2019-2020	Abhijeet Giri	Mechanical	2019	Viraj Profiles (GET)	1.8LPA
2019-2020	Aditya Lele	Mechanical	2019	Vertex Edge Tech	1.8LPA
2019-2020	Akash Kavaiya	Mechanical	2019	SISCAA(Produc Engg)	1.8LPA
2019-2020	Akbar H Sayyed	Mechanical	2019	TCS(Technical Supervision)	1.8LPA
2019-2020	Akram Shaikh	Mechanical	2019	Paras Cadd	1.8LPA
2019-2020	Arbaaz Shaikh	Mechanical	2019	Technik Fluid (Production)	1.8LPA
2019-2020	Avinash k lagad	Mechanical	2019	Ruthi Transport	1.8LPA



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				(R & D design Engg)	
2019-2020	Burhan Afzal Sande	Mechanical	2019	Royal	1.8LPA
2019-2020	Deepak Kushwoh	Mechanical	2019	Swastik Furnance Pvt Ltd (Project Engg)	1.8LPA
2019-2020	Dhaval Panchal	Mechanical	2019	FEW (Design Engg)	1.8LPA
2019-2020	Gaurav Shingte	Mechanical	2019	Piano Presitel (Tool Maintenance)	1.8LPA
2019-2020	Harshad Paqdhare	Mechanical	2019	KK Engineering (CHC)	1.8LPA
2019-2020	Huzaiifa Bargir	Mechanical	2019	Niton Valves	1.8LPA
2019-2020	Imam Waris S Warsi	Mechanical	2019	Business	1.8LPA
2019-2020	Ismail Maiji	Mechanical	2019	Mercury Projects (Production Executive)	1.8LPA
2019-2020	Kansara Rahul	Mechanical	2019	Niton Valves Pvt Ltd	1.8LPA
2019-2020	Khan Mohammed Sahil	Mechanical	2019	Arman Engineering (owner)	1.8LPA
2019-2020	Khan Talha	Mechanical	2019	Mindspace	1.8LPA
2019-2020	Korada Prashant	Mechanical	2019	Aditya Stainless Steel,Boisar	1.8LPA
2019-2020	Madania HasanAli	Mechanical	2019	Niton Valves Pvt Ltd,Ghatkopar	1.8LPA
2019-2020	Manye Rehan Tahir Ali	Mechanical	2019	MEREW (Trainee Engg)	1.8LPA
2019-2020	Miran Shaikh	Mechanical	2019	FEW (Design Engg)	1.8LPA
2019-2020	Mishra Rahul T.	Mechanical	2019	Agarwal Ind pvt ltd (Quality Control Engg)	1.8LPA



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Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

Students progressing to higher education :

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2019-2020	MAYUDDIN PARKHETIYA	CIVIL	2018	UNIVERSITY OF EAST LONDON	MASTER OF SCIENCE IN CIVIL ENGINEERING
2019-2020	AJMAL SAJID SHAIKH	CIVIL	2019	BBW UNIVERSITY OF APPLIED SCIENCES, BERLIN	INTERNATIONAL TECHNOLOGY TRANSFER MANAGEMENT
2019-2020	DHUMAL KAUSTUBH BHASKAR	CIVIL	2018	SINHGAD COLLEGE OF ENGINEERING PUNE	STRUCTURAL ENGG.



CR/HR/2020/233

February 20, 2020

Mr. Rajkumar Sharma
Gazdhar Bandh,
Near Shiv Sai Apartment,
Santacruz (W)
Mumbai-400054

Phone: 9028398835

Dear Rajkumar,

We are very pleased to extend an offer of employment to you for the position of **Associate Consultant – Band A1**. Your date of joining will be **between June 1 to July 1, 2020**.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

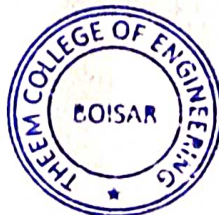
Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based. Your next salary review will be as per the company rules. The company is not liable to review your compensation either at the end of probation period or thereafter until the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Swetha Suvarna
Senior Manager, Human Resources





Compensation Package

Name: Rajkumar Sharma

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	26,666
A	Fixed Salary:	Amount in Rs. PM
	Basic	9,333
	HRA	4,667
	Conveyance	1,600
	Total of A	15,600
B	Flexible Benefit Plan:	9,299
	Special Allowance	
	Meal Coupons (Ticket Restaurant)	
	LTA	
C	Retirals:	
	Gratuity	451
	Employer Contribution to Provident Fund	1,120
	Total of C	1,571
D	Other Benefits:	
	Medical Insurance Premium (approx)	182
	Accident Insurance Premium (approx)	15
	Total of D	197
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.		

Employee can split the FBP as per tax plans based on the eligibility guided by the Policy and procedures laid down

The HR facilitator will help you fix up the Flexible Benefit Plan. Please ensure that you declare the FBP selection within 10 days of your joining.

For Provident Fund, you will also have to contribute an equal amount same as employers contribution from your salary.





CR/HR/2020/227

February 20, 2020

Mr. Pallav Chaudhari
Manmandir,
Waholi East,
Vasai Virar
Pin 401304

Phone: 7721880927

Dear Pallav,

We are very pleased to extend an offer of employment to you for the position of **Associate Consultant – Band A1**. Your date of joining will be between **June to December, 2020**.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be 180,000/- p.a. On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

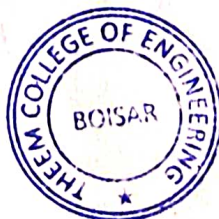
The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Deepti Ashar
Head, Human Resources





Compensation Package

Name: Pallav Chaudhari

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	15,000
A	Fixed Salary:	Amount in Rs. PM
	Basic	5,800
	HRA	2,900
	Conveyance	1,600
	Total of A	10,300
B	Special Allowance	3,283
C	Retirals:	
	Gratuity	280
	Employer Contribution to Provident Fund	696
	Total of C	976
D	Other Benefits:	
	ESIC	441
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory deductions will be deducted as applicable.		

For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Technical Allowance).





Escan/Off/HR/1079/102019

14th October 2019

Mr. Ankit Yadav
Ankityadavr197@gmail.com

Mob;9869632063

Subject: Offer of Employment

Dear Ankit,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.


Amod M Lele
Deputy General Manager- HR
14/10/19



MicroWorld Software Services Pvt. Ltd.

CIN No.: U72200MH2000PTC127055

Plot No. 80, Road No. 15, MIDC, Marol, Andheri (E), Mumbai - 400 093

Tel: +91 22 6772 2900 | Fax: +91 22 2830 4750

Email: sales@escanav.com | Website: www.escanav.com



Escan/Off/HR/1080/102019

14th October 2019

Mr. Saurav Banerjee
B/607,
Prabhakar, Jangid Estate,
Mira Road,
Mumbai-401107

Mob: 7620319360

Subject: Offer of Employment

Dear Saurav Banerjee,

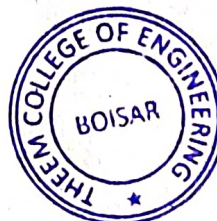
This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.


Amod M Lele 14/10/19
Deputy General Manager- HR





CR/HR/2020/224

February 20, 2020

Mr. Haris Khan

204/S.K. Classic, Shakkar Mohalla, Sopara Gaon, Nallasopara West
Taluka Vasai
District Palghar
Maharashtra- Pin 401203

Phone: 8446899754

Dear Haris,

We are very pleased to extend an offer of employment to you for the position of **Associate Consultant – Band A1**. Your date of joining will be between **June to December, 2020**.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be 180,000/- p.a. On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.

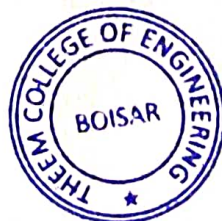
Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.



Deepti Ashar
Head, Human Resources

Compensation Package
Name: Haris Khan

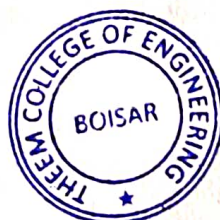
Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	15,000
A	Fixed Salary:	Amount in Rs. PM
	Basic	5,800
	HRA	2,900
	Conveyance	1,600
	Total of A	10,300
B	Special Allowance	3,283
C	Retirals:	
	Gratuity	280
	Employer Contribution to Provident Fund	696
	Total of C	976
D	Other Benefits:	
	ESIC	441
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory deductions will be deducted as applicable.		

For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Technical Allowance).





Faiz Muhammad Khan <hod_civil@theemcoe.org>

Joining latter.

1 message

Shallesh Chingunde <shalleshchingunde@gmail.com>
To: hod_civil@theemcoe.org

Mon, Mar 9, 2020 at 12:09 PM

Dear Mr. Shallesh Ramesh Chingude,

Congratulations!!!

We are happy to offer you the position of Field Surveyor at our company, GeoVista Technologies Pvt. Ltd, Hyderabad.

The work location is at "Client Location – Boisar", based on the projects the work location will be changed.

This employment is for a contract period of one year and based on your performance and satisfactory the contract will be renewed.

Your date of joining is: 29-February-2020 (Saturday) and CTC will be INR 11,998/- (Rupees: Eleven Thousand Nine Hundred Ninety Eight) per month, Including Statutory Benefits are applicable.

We look forward to having you on board, and hope this will be a long term relationship.

Please acknowledge with your acceptance by replying this mail.

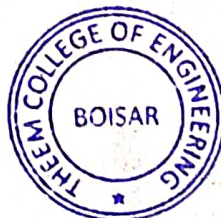
Contact Person Details: Name:- G. Praveen - +91 96663 15883

Please find the below checklist for documents (Photo Copies) to bring at the time of joining date on Saturday 9:30 AM.

01. Education documents (All).
02. ID & Address Proofs (Aadhar, PAN, and Voter ID) all are required. – 2 sets
03. Photos - 04 Copies (Passport Size).
04. Previous company Pay slips and Re-leaving letters.
05. Experience Certificates.
06. Aadhar proofs of all your family members.

Thanks & Regards,
HR & Admin.

GeoVista Technologies Pvt. Ltd.
4th Floor, Shriya Enclave, 6-3-354/1/2, Hindi Nagar,
Panjagutta, Hyderabad – 500 082.
Phone : 040 – 40155251 / 40155253.





Rutika kolhe <rutikakolhe24@gmail.com>

Offer to join Hadwise Technologies

2 messages

Hadwise HR Dept <career@hadwisetechnologies.com>

Mon, Apr 1, 2019 at 10:34 AM

To: rutikakolhe24@gmail.com

Cc: Niladri Ghosh <sales@hadwisetechnologies.com>, vinita.sharma@pehlajob.com

Dear Rutika V. Kolhe,

As per the campus drive, we take great pleasure in inviting you to be an integral part of Hadwise Technologies Pvt. Ltd.

Congratulations! On being selected for the position of Graduate Engineer Trainee at Hadwise Technologies Pvt. Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 05.04.2019.

Feel free to contact in case of any doubt or clarification.

THANKS & REGARDS,

Team HR

HADWISE TECHNOLOGIES PVT. LTD.
S-76, Raghuleela Mall, 2nd Floor
Sec-30A, Vashi, Navi Mumbai-400703
Office : +91 22 41279471
Website : www.hadwisetechnologies.com

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Rutika V Kolhe.pdf
570K

Rutika kolhe <rutikakolhe24@gmail.com>

Fri, Apr 5, 2019 at 12:38 PM

To: Hadwise HR Dept <career@hadwisetechnologies.com>

Cc: Niladri Ghosh <sales@hadwisetechnologies.com>, vinita.sharma@pehlajob.com

I accept the offer.
(Quoted text hidden)



MARCH. 30 , 2019

Miss. Rutika V. Kolhe

Aatmashakti Nagar Pasthan,

Bolsar Tal, Dist – Palghar - 401504

Contact No.: 8007520976/ 8668698943

Dear Rutika,

As per the interview held at our Vashi Office we take great pleasure in inviting you to be an integral part of Hadwise Technologies Pvt Ltd.

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at Hadwise Technologies Pvt. Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 05.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of Joining.

Photocopies of :

- * SSLC (X Std) Marks Card / Birth certificate.
- * Degree / Diploma/ Highest qualification certificate along with marks cards (all semesters).
- * Relieving letter from the previous organization or Accepted Resignation letter.
- * Experience letter.
- * Passport copies / Address Proof.
- * Valid 4 wheeler or 2 wheeler driving license.
- * Police Verification Certificate*
- * 3 passport size photographs.

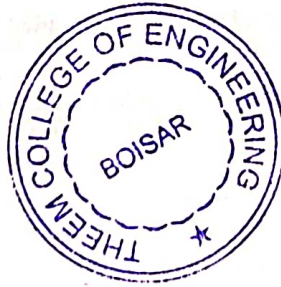
Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with Hadwise Technologies Pvt. Ltd.

Yours sincerely,

For Hadwise Technologies Pvt. Ltd.

Divya Kesarwani
Business Unit Head



MARCH. 30, 2019

Miss. Rutika V. Kolhe

Aatmashakti Nagar Pasthal,

Boisar Tal, Dist - Palghar - 401504

Contact No.: 8007520976/ 8668698943

Dear Rutika,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Vashi, Navi Mumbai or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- Your date of appointment is effective from the date of joining which shall be intimated to you after acceptance of this offer.
- You will be on probation for a period of six months from the date of your appointment. If in the opinion of the Company you are found suitable in the appointed post you will be confirmed.

2. COMPENSATION:

- Compensation During Probation :** During probation period you will be provided with the following :

Compensation During Probation		
	Mumbai	Kolkata
Basic	48000	48000
HRA	24000	14400
DA	14400	14400
Other Allowance	21616	21616
Medical	12000	9600
Conveyance	6000	6000
Performance	12000	9600
Mobile	6000	3600
Total	144016	127216

b. Compensation after Confirmation:

- After Successful completion of your probation period you will be promoted to Assistant Engineer and your CTC will be as follows :

Compensation During Probation		
	Mumbai	Kolkata
Basic	55200	55200
HRA	27600	16560
DA	16560	8280
Other Allowance	36832	28432
Medical	14400	11400
Conveyance	14400	11700
Performance	17400	14400
Quarterly Performance Bonus	6800	6800
Annual Performance Bonus	3700	3700
Mobile	9600	3600
Total	202492	160072

*calculation based on 100% yearly & quarterly target achievement

2. If in the opinion of the Company you are found suitable in the appointed post you will be promoted to Engineer after one year and your CTC will be as follows :

Compensation During Probation		
	Mumbai	Kolkata
Basic	66240	66240
HRA	33120	19872
DA	19872	9936
Other Allowance	45736	38536
Medical	14400	11400
Conveyance	14400	12000
Performance	19800	18000
Quarterly Performance Bonus	7400	7400
Annual Performance Bonus	5000	5000
Mobile	12000	11400
Total	237968	199784

- HRA will not be paid to employees who claims for company accommodation and Company will provide shared bachelor Accommodation to those employees.
- Our company evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A,B,C,D.You should get Grade A,B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- Employee will be paid a Traveling Allowance on actual if traveling for official visit.(Subject to producing bills)
- Employee appointed for sales position will be paid Telephone Allowance on actual but maximum up to Rupee 500 for the company given mobile number. (Subject to producing bills)
- Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- We do not pay overtime to our employees for extra work hours, if any, put in by them.

3. GENERAL LEAVE RULES:

- There will be 1 Sick Leave Per Month within the probation period.
- After successful completion of your probation period you will be eligible for 10 Sick & 10 casual Leave subject to your performance in the work assigned to you per year with the following rules.(Leave year will be from April to March).
- After Completion of one year with the company you will be eligible for 10 Privilege Leave every year.

4. RESPONSIBILITIES:

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Hadwise Technologies Pvt. Ltd., whether directly or indirectly.
- We at Hadwise Technologies Pvt. Ltd. are committed to ensure "Integrity" in all aspects of its functioning. Please Ensure that you comply with the policies of the company as they form an integral part of the terms of employment with Hadwise Technologies Pvt. Ltd. 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 from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.
- 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 this letter, shall immediately be brought to the notice your Supervisor.
- In connection with your employment and during the term of your employment you shall disclose and assign to Hadwise Technologies Pvt. Ltd. as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. CONFLICT OF INTERESTS:

Company, for any reason whatever, for a minimum period of two year from the date of joining the services of the Company.

b. In case the Employee, for any reason, leaves the services of the Company before the said period of Two years, then you have to pay Rupees Fifty Thousands as a penalty charge for breaking the agreement. You will need to provide some security as an assurance of the service bond.

c. As part of the Joining process you will need to sign a service bond of two years.

9. ON SEPERATION :

After completion of the bond period and on acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, client data, specifications, formulae, books, documents, cost of data, market data, literature, effects or shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this Offer Letter and mail to us as early as possible. You will need to Carry the original at the time of joining.

Yours sincerely,
For Hadwise Technologies Pvt. Ltd.

Divya Kesarwani
Business Unit Head

For Employee

I have read understood and accepted the Terms and conditions of employment as stated and refer to in the document set out above that is relevant to my employment with the company.

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

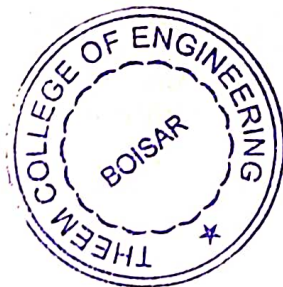
Name:
Full Address :

Signature :
Date :

For Witness

Name :
Designation :
Address :
Contact Number :

Name :
Designation :
Address :
Contact Number :





Nirajsingh Yeotikar <yeotikarniraj@gmail.com>

Fwd: Offer to join Hadwise Technologies

2 messages

Quadri Talba <quadritaiba16@gmail.com>
To: yeotikarniraj@gmail.com

Sat, May 25, 2019 at 11:21 AM

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

From: Quadri Talba <quadritaiba16@gmail.com>
Date: Thu, 4 Apr 2019, 7:56 pm
Subject: Re: Offer to Join Hadwise Technologies
To: Hadwise HR Dept <career@hadwisetechnologies.com>
Cc: Niladri Ghosh <sales@hadwisetechnologies.com>, <vinita.sharma@pehlajob.com>

I accept the offer.

On Mon, 1 Apr 2019, 10:32 am Hadwise HR Dept <career@hadwisetechnologies.com> wrote:
Dear Quadri Taiba Aliakbar,

As per the campus drive, we take great pleasure in inviting you to be an integral part of Hadwise Technologies Pvt. Ltd.

Congratulations! On being selected for the position of Graduate Engineer Trainee at Hadwise Technologies Pvt. Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 05.04.2019.

Feel free to contact in case of any doubt or clarification.

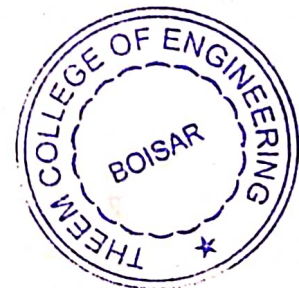
THANKS & REGARDS,

Team HR

HADWISE TECHNOLOGIES PVT. LTD.
S-76, Raghuleela Mall, 2nd Floor
Sec-30A, Vashi, Navi Mumbai-400703
Office : +91 22 41279471
Website : www.hadwisetechnologies.com

"SAVE A TREE - PLEASE DO NOT PRINT THIS EMAIL UNLESS IT IS VERY IMPORTANT"

"The contents of this e-mail and any attachment(s) may be confidential and privileged and are intended for the named recipient(s) only and access by anyone else is unauthorized. No representation as to the accuracy or completeness of this email is made by the sender or any entity forming part of the Hadwise Technologies. If you are the erroneous or unintended recipient, please delete the same and notify the sender. In providing this email or attachment/s, Hadwise Technologies assumes that the recipient is capable of evaluating the merits and risks of any transaction described in it and Hadwise Technologies is neither making any recommendation, nor acting as the adviser of or assuming any duty of care to the recipient. Virus Warning: Electronic messages cannot be guaranteed to be secure, timely or error-free. Hadwise Technologies does not accept any responsibility for any loss or damage arising from the use of this email or attachment(s).



Jaydip Shlyara <jaydipshlyara@gmail.com>
To: yeotikarniraj@gmail.com

Sat, May 25, 2019 at 11:21 AM

MARCH. 30, 2019
 Mr. Jaydip Sureshbhai Shlyara
 B-10, Vishal Park, KT Village
 Vasal West - 401202,

Contact No.: 7798296623

Dear Jaydip

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Vashi, Navi Mumbai or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment is effective from the date of joining which shall be intimated to you after acceptance of this offer.
- b. You will be on probation for a period of six months from the date of your appointment. If in the opinion of the Company you are found suitable in the appointed post you will be confirmed.

2. COMPENSATION:

- a. Compensation During Probation : During probation period you will be provided with the following :

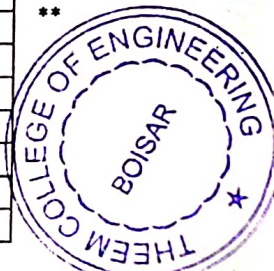
Compensation During Probation		
	Mumbai	Kolkata
Basic	48000	48000
HRA	24000	14400
DA	14400	14400
Other Allowance	21616	21616
Medical	12000	9600
Conveyance	6000	6000
Performance	12000	9600
Mobile	6000	3600
Total	144016	127216

b. Compensation after Confirmation:

1. After Successful completion of your probation period you will be promoted to Assistant Engineer and your CTC will be as follows :

Compensation During Probation		
	Mumbai	Kolkata
Basic	55200	55200
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Other Allowance	36832	28432
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Conveyance	14400	11700
Performance	17400	14400
Quarterly Performance Bonus	6800	6800
Annual Performance Bonus	3700	3700
Mobile	9600	3600
Total	202492	160072

*calculation based on 100% yearly & quarterly target achievement



5. CONFLICT OF INTERESTS:

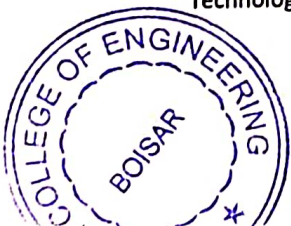
- a. You are required to engage yourself exclusively in the work assigned by Hadwise Technologies Pvt. Ltd. and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 Hadwise Technologies Pvt. Ltd.
- c. In case of any conflict or doubt, please discuss the matter with your Supervisor, understand the position of Hadwise Technologies Pvt. Ltd. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Hadwise Technologies Pvt. Ltd. and in the course of your employment.
- b. **Assignment of Intellectual Property**
During your tenure with the Company you shall disclose and assign to Hadwise Technologies Pvt. Ltd. as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.
- c. During the employment with the company, you will, at all times, observe secrecy in respect of any technical, trade or business data, customer's names/Business Details or any other information that might come to your knowledge or possession, which according to the Company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the disclosure of any such data in any manner whatsoever. You will also be responsible for protection and furtherance of the company's best interest at all times, including after you cease to be on the company's rolls. In addition, in the event of your leaving the company's service you are expected not to take employment or enter into any type of business/commercial association with any of the company's client or their associates, for a period of one year from the date of cessation of employment. You have to safeguard Hadwise Technologies Pvt. Ltd. & its customers Intellectual Property Right and confidential information even after termination of your employment or business relationship with Hadwise Technologies Pvt. Ltd.
- d. Any breach of confidentiality shall be regarded as a serious misconduct for which your employment may be dismissed or terminated forthwith without notice or payment in lieu of notice.

7. GENERAL :

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Hadwise Technologies Pvt. Ltd. and you relating to the same subject matter.



8. SERVICE BOND : As you understand that you have no relevant experience relevant for effectively handling the job responsibilities you have been appointed for.

- a. You acknowledge that substantial costs have to be invested on you for training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two year from the date of joining the services of the Company.
- b. In case the Employee, for any reason, leaves the services of the Company before the said period of Two years, then you have to pay Rupees Fifty Thousands as a penalty charge for breaking the agreement. You will need to provide some security as an assurance of the service bond.
- c. As part of the joining process you will need to sign a service bond of two years

9. ON SEPERATION :

After completion of the bond period and on acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, client data, specifications, formulae, books, documents, cost of data, market data, literature, effects or shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this Offer Letter and mail to us as early as possible. You will need to Carry the original at the time of joining.

Yours sincerely,
For Hadwise Technologies Pvt. Ltd.

Divya Kesarwani
Business Unit Head

For Employee

I have read understood and accepted the Terms and conditions of employment as stated and refer to in the document set out above that is relevant to my employment with the company.

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

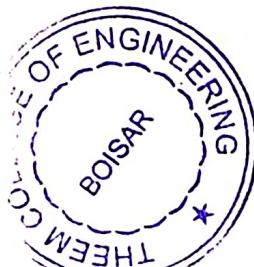
Name:
Full Address :

Signature :
Date :

For Witness

Name :
Designation :
Address :
Contact Number :

Name :
Designation :
Address :
Contact Number :



ERICSSON 

ESSJAY ERICSSON (P) LTD.
CIN – U74899DL1971PTC005492

Attending to this Matter
GR/EEL/Kapil Kapoor

Essjay Ericsson Confidential
**LETTER OF ENGAGEMENT AS APPRENTICESHIP
TRAINEE**

Date 05-Aug-2019 Reference EEL/HR/OAT-18:02371

Bhoir Valbhav Subhash

Letter of Engagement as Apprenticeship Trainee

Dear Bhoir,

Congratulations!

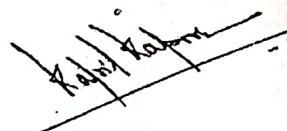
It was our pleasure to note your interest and having opportunity to professionally interact with you. Based on our discussions, we are pleased to engage you as **Apprentice Trainee** in accordance with the Apprentices Act, 1961 in our organization for a period of one year on the terms and conditions mentioned in Annexure 1 A of this Letter of Engagement as Apprenticeship Trainee (hereinafter referred to as "Letter of Engagement").

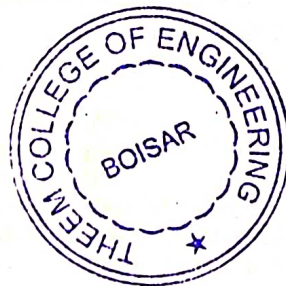
You are hereby informed that your date of joining our organization shall be on or before **12-Aug-2019**. During your engagement with us you will be paid a **monthly stipend of Rs. 14000 pm**. This Letter of Engagement is provisional and is dependent on you fulfilling all the joining formalities including the submission of all the documents detailed in Annexure 1 B of this Letter of Engagement.

We welcome you and look forward to your being part of "Essjay Ericsson Family".

With best wishes

Yours sincerely,
ESSJAY ERICSSON PRIVATE LIMITED


Kapil Kapoor
DGM- Human Resource, EEL



Accepted (Received with Annexure)

Date
Signature

This offer of Appointment should be read in conjunction with Annexures containing the detailed terms and condition of employment.

Regd. Office: 210, F.I.E., Patparganj Industrial Area Delhi-110092, INDIA, Tel: + 91 11 22158669, Fax: + 91 11 22158670

your possession on cessation of your engagement with the company.

7. PROFESSIONAL ETHICS

You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. Please deal with the Company's money, material and documents with utmost honesty and professional ethics.

You will be required to read, understand and acknowledge Essjay Ericsson's Code of Business Ethics (COBE) and Non-Disclosure Agreement at the time of joining the Company.

You shall also maintain utmost dignity in your behavior and conduct while dealing with the employees of the Company directly or indirectly associated.

8. INTELLECTUAL PROPERTY RIGHTS

All works such as inventions, development, modifications, improvisations in the form of programs, policies, studies, reports, manuals, products etc., carried out for the Company and/or during the course of engagement with the Company, with your involvement shall be the property of the Company. The copyright and ownership for such works shall be with the Company and you will not have any claims on the same of any nature whatsoever. You will not do anything in conflict with the Company's right in intellectual property and will co-operate fully to protect Intellectual Property against misappropriation or infringement by any third party.

9. COMPANY'S PROPERTY

All works such as inventions, development, modifications, improvisations in the form of programs, policies, studies, reports, manuals, products etc., carried out for the company, with your involvement shall be the property of the company. The copyright for such works shall be with the company and you will not have any claims on the same of any nature whatsoever.

10. NON-SOLICITATION OF EMPLOYEES OF THE COMPANY

You agree that during your engagement and after the expiry of your term with the Company, whatever the reason of such termination, you will not, directly or indirectly, aid, solicit or induce any employees, directors or officers of the Company to leave the Company for employment or other relationship with any entity that is involved in any aspect of the business of the Company.

11. COMPANY POLICIES

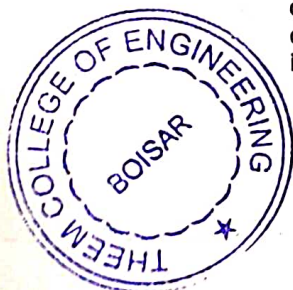
You agree that as part of your job responsibilities, you will follow the guidelines, standards, rules, policies and practices of the Company prevailing from time to time.

For the avoidance of doubt, nothing in this Letter of Engagement shall affect or be construed to prejudice or override any of the Company's obligations imposed by law. This Letter of Engagement shall be read subject to such legal obligations.

You warrant that you are under no contractual duty or obligation arising from any other contracts you may have entered into which restrains you for whatever reason from being engaged as trainee or working for the Company and you agree to indemnify the Company against any loss or damage that the Company may suffer arising out of your breach of the foregoing warranty or out of any other contractual obligations you may have that are inconsistent with or in conflict with your duties and obligations under this Letter of Engagement. Kindly note that any action of yours, contrary to any of the above mentioned clauses shall render you liable to termination of this Letter of Engagement with immediate effect, notwithstanding any other terms and conditions of your engagement with us.

12. ABANDONMENT

Unauthorized/ Unsanctioned absence from work for a continuous period of 8 days or when overstayed for a period of ten days after expiry of sanctioned leave, shall make you lose your lien on the job and in such event it will be presumed that you have voluntarily abandoned your training & in view of that your training will be automatically discontinued without notice.



13. RESIGNATION / TERMINATION OF TRAINING PERIOD:

Your ongoing apprentice training period can be terminated by either side, by giving 15 days' notice. Please note in the event of resignation from your side as instructed by your mentor you will complete aforesaid 15 days' notice pay period and will adhere to proper handover formalities and exit process before leaving. The Company may also terminate your training without notice and without any payment in lieu of the notice period in the event of breach of any company policy or any misconduct. Without prejudice to the generality of the scope of the term 'misconduct' the following events shall amount to misconduct:

Committing any act of indiscipline.
Found in breach of your obligations under:

- Company Policy/ Procedures or Contract
- Individual Confidentiality and Access Undertaking
- Code of Business Ethics and Conduct
- Not adhering to training norms & schedule.
- Data Privacy Policy or Violation of any Law
- Non-Compliance to any of the above Terms & Conditions of your Offer of engagement as apprentice trainee.

14. MODE & ADDRESS FOR COMMUNICATION

Any notice, memo or other communication required or permitted hereunder this Letter of Engagement, either by you or the company shall be effective & shall be deemed to be received. Any communication sought to be delivered will amount to insubordination if there is any refusal to receive:

- Upon delivery when delivered by hand
- Upon delivery, if sent by an express courier with a reliable system for tracking delivery to the address mentioned hereunder.
- Sent by certified or registered mail, postage prepaid, return receipt requested to the address mentioned hereunder.
- Upon delivery if sent to the email address mentioned on the Joining application form submitted by you.
- Upon verbal communication or SMS sent on the mobile contact number provided by you or the company. When transmitted, if sent by confirmed facsimile or e mail.

Address of the Employer:

As mentioned on this Letter of Engagement

Address of the Trainees:

As mentioned in the Joining Booklet

NOTE

It shall be your duty to intimate in writing to the Company, whenever there is any change of your address. Also, you will not refuse to accept any communication as offered to you for personal delivery.

15. ACKNOWLEDGMENTS OF COMPANY PROPERTY/ARTICLES

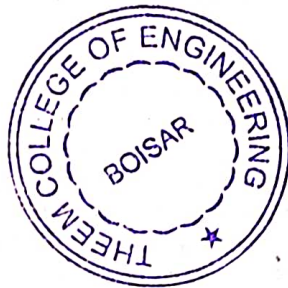
Whenever you have been provided with any Company assets viz laptop, data card, mobile handset, tool kit, key or any other property/article to carry out your day to day operations, you shall execute a separate acknowledgement receipt to this effect. You shall be the lawful custodian of such company accessories/properties allocated to you during the course of engagement with us and you shall upkeep the said Company property in proper useable condition, In case of any damage or theft you will immediately or within reasonable time report to concerned person in Company. Further at the time of separation by whatsoever means, you shall submit all Company

property to concern department or reporting manager. In case of failure or non-submission of Company property, Company will have right to recover the same from you or adjust from your payables the amount equivalent to the cost of such property/article without prejudice of exercising other legal rights available with the company.

16. VERIFICATION

Your engagement with us will be further subject to the correctness of information provided by you and verification of your credentials, testimonials, documents and other particulars provided by you at the time of your joining. In case, at any stage, it is found that any information provided by you is false or misleading or any material information is suppressed notwithstanding the fact that you have joined the Company upon selection, you will lose lien on the said engagement and be liable to be discharged forthwith.

Please sign the duplicate copy of this letter, and annexures, as a token of acceptance. We will be proud to have you as member of our team



Signature of the Apprentice Trainee

Place:

Date:

Annexure – 1 B

DOCUMENTS REQUIRED TO BE SUBMITTED

S.NO	List of Documents	Original	Photocopy
1	Aadhar card & Voter ID Card	√	√
2	Passport size photographs (04 Nos)	√	
3	Final Semester Mark sheet and diploma certificate	√	√
4	Cancelled Cheque with IFSC code	√	
5	Medical Fitness Certificate as per Annexure 1 C	√	
6	Offer letter (Signed every page)		√
7	Student Enrolment User ID & Password		√

Please ensure that all the above mentioned documents are produced on the date of joining. Not being able to produce these could result in cessation of your engagement with us.

Date: 17th January 2020

Ashfaque Anees Khan
Room No. 2, Ramlal Chawl,
Kalina, Santacruz (East),
Mumbai-29

Dear Mr. Ashfaque,

OFFER LETTER

With reference to your application and subsequent interview(s) with us, we are pleased to offer you an employment with our organization as **Technical Executive (R&D)**, based at Vasai.

As mutually discussed and agreed, you will be given CTC of Rs. 3,60,000 /-(Three Lakh Sixty Thousand only) per annum.

The Letter of Appointment will be given to you upon joining the services of the company. The offer of appointment is subject to reference check from your previous employer.

The following documents would be required from you upon joining:

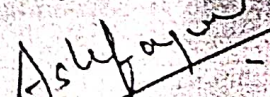
- Educational Certificates (SSC/HSC/Any Diploma/Post Graduation)
- Last 3 Months Payslip
- Relieving Letter/Experience Letter from previous employer
- Recent passport size photographs (Self — 2)
- ID Proof (Aadhar Card and PAN Card Mandatory)
- Cancelled Cheque

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above offer.

Thanking you

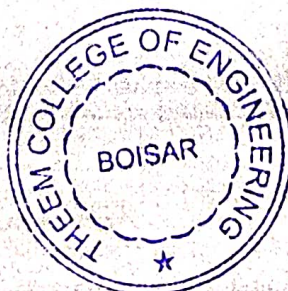
I accept your offer

I will join from Date 16/12/20


Ashfaque Anees Khan

Goldmedal Electricals Pvt. Ltd

Authorized Signatory





EScan/Off/HR/1078/102019

14th October 2019

Mr. Vivek Gaud
vivek.1290.gaud@gmail.com

Mob: 7977566213

Subject: Offer of Employment

Dear Vivek,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.

Amod Mlele
Amod Mlele 14/10/19
Deputy General Manager- HR



EScan/Off/HR/1080/102019

14th October 2019

Mr. Saurav Banerjee
B/607
Prabhakar, Jangid Estate,
Mira Road,
Mumbai-401107

Mob: 7620319360

Subject: Offer of Employment

Dear Saurav Banerjee,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.

Amod Mlele
Amod Mlele 14/10/19
Deputy General Manager- HR



Escan/Off/HR/1079/102019

14th October 2019

Mr. Ankit Yadav
Ankityadavr197@gmail.com

Mob: 9869632063

Subject: Offer of Employment

Dear Ankit,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.

Amod M Lele
14/10/19
Amod M Lele
Deputy General Manager- HR

MicroWorld Software Services Pvt. Ltd.
CIN No.: U72200MH2000PTC127055
Plot No. 80, Road No. 15, MIDC, Marol, Andheri (E), Mumbai - 400 093
Tel: +91 22 6772 2900 | Fax: +91 22 2830 4750
Email: sales@escanav.com | Website: www.escanav.com

An ISO 27001 Certified Company

Escan/Off/HR/1077/102019

14th October 2019

Mr. Vikas Singh
vikaskumarbalbirsing@gmail.com

Mob: 7620319360

Subject: Offer of Employment

Dear Vikas,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.

Amod M Lele
14/10/19
Amod M Lele
Deputy General Manager- HR



An ISO 27001 Certified Company

MicroWorld Software Services Pvt. Ltd.
CIN No.: U72200MH2000PTC127055
Plot No. 80, Road No. 15, MIDC, Marol, Andheri (E), Mumbai - 400 093
Tel: +91 22 6772 2900 | Fax: +91 22 2830 4750
Email: sales@escanav.com | Website: www.escanav.com

Escan/Off/HR/1076/102019

14th October 2019

Mr. Prathamesh More.
prathameshmore029@gmail.com
Mob: 7506155602

Subject: Offer of Employment

Dear Prathamesh,

This has reference to your application & the subsequent interview you had with us for the post of "Trainee Programmer" with our Programming Department.

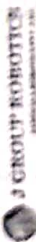
We are pleased to inform you that you have been selected for the above job position at Mumbai location on the following terms & conditions:-

1. You would be required to join your duties on or before 2nd December' 2019. On the date of joining you will have to bring along relevant certificates and relieving letter for our reference and records.
2. A regular letter of appointment will be issued to you on your joining. You will be on probation for a period of six months from date of joining and your performance will be reviewed at the end of the probation period.
3. All other terms & conditions will be applicable to you as per the prevailing rules of the company on and after your joining.
4. We look forward to your joining MicroWorld which will be mutually rewarding and contributing to the growth and success.
5. Please note that this offer letter is subject to clearance of your Referral Check and authentication of your Academic and Professional documents submitted by you with us. In case you are not cleared in the Referral Check process, the company will have the right to withdraw the offer of employment and this offer letter will be treated as null and void.

Yours faithfully,
for MicroWorld Software Services Pvt. Ltd.

Amod M Lele
14/10/19
Amod M Lele
Deputy General Manager-HR





J GROUP ROBOTICS
PVT. LTD.

Dear **AKBAR, H. SAYYED**,

As per the interview held on campus on telephone round with the great interest in joining your organization at J group Robotics.

Congratulations on being selected for the position of Graduate Engineer Trainee at J group Robotics Pvt Ltd. We are enclosing herewith your Offer letter, which may kindly be returned to us with your signed and stamped copy of acceptance of the offer before 23.04.2015.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining:

- Photocopies of
 - * SSL (Voter's) Marksheet/ Certificate
 - * Degree/Diploma/High school certificate (if available) with marksheet (if available)
 - * Passport size photograph
 - * 2 passport size photographs

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd Business Unit Head



Dear **AKBAR, H. SAYYED**,

We have the pleasure in appointing you to our Company as Graduate Engineer Trainee at Pune of insuch other capacity that management shall have the right to determine the Place in which the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment is on 16th June 2019

Employee Name	AKBAR, H. SAYYED	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Basic	9,000	62,400
Gratuity	2,080	24,960
Other Allowances	1,170	41,640
Company's Allowances	800	9,600
Medical Allowance	1,750	15,000
Professional Fee	200	2,400
Cost to Company per annum		1,50,000

- a. If you are to be employed in any other location for company's business, you will be provided with a share of the total salary commensurate to the location.
- b. Our company will evaluate your performance as an employee quarterly. Every quarter your performance will be evaluated and you will be provided with a grade for your performance. A, B, C, D. You should get Grade A for C to be eligible for quarterly performance incentives. To be eligible for annual performance bonus, you should get minimum grade B for above.
- c. Change in your company's status is at the discretion of the company and will be subject to the basic of the performance and results during the period and their relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to disclose your self-actualized interests as assigned by J Group Robotics and shall not take up any other part-time or full-time assignments (whether in the same or different firms) in an advisory capacity or otherwise, directly or indirectly, without the express written consent of your supervisor.
- b. You shall ensure that you do not, directly or indirectly, engage in any activity that has any interest in or performs any services for any person or firm in the same or similar activities, which are in conflict with the interest in the case of any conflict of duty, please discuss them with your supervisor under the supervision of the position of J Group Robotics.
- c. You shall ensure that you do not, directly or indirectly, engage in any activity that has any interest in or performs any services for any person or firm in the same or similar activities, which are in conflict with the interest of J Group Robotics.

2. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics
- b. and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to J Group Robotics as it is exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between J Group Robotics
- d. You acknowledge that substantial costs have to be invested in your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two year term would be unfair to the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two years from the date of joining the services of the Company

FOR EMPLOYEE

I have read and accepted the Terms and conditions

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

Name: _____

Signature _____





J GROUP ROBOTICS
ADDRESS: BANGALORE, KARNATAKA, INDIA

Dear VINIT VISHVAMBHAR MAHADIK,

As per the interview held on campus on telephonic round, we are pleased to inform you that you have been selected for the position of Graduate Engineer Trainee at J Group Robotics.

Congratulations! On being selected for the position of Graduate Engineer Trainee at J Group Robotics Pvt. Ltd. We are enclosing herewith your Offer Letter, which may kindly be returned to us with your signed return receipt as per the instructions enclosed before 23.04.2018.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As per the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC / X / Std / Marks Card / Birth Certificate.
 - Degree / Diploma / High School / Qualification Certificate along with marks cards (if applicable).
 - Passport size photographs / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to your engagement and fruitful relationship with J Group Robotics Pvt. Ltd. Business Unit Head



Dear VINIT VISHVAMBHAR MAHADIK,

We have pleasure in appointing you to our Company as Graduate Engineer Trainee at J Group Robotics. The terms and conditions of your employment are contained in this letter and are subject to Company policy.

1. APPOINTMENT:

- Your date of appointment would be on 16th June 2019.

Employee Name	VINIT VISHVAMBHAR MAHADIK	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly		
Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	1,470	17,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		1,30,000

- HRA will be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- Our company evaluates the performance of employees quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- Change in your company's salary structure and discretionary pay will be subject to board's discretion and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- You are required to engage your self exclusively in the work assigned by J Group Robotics and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 in conflict with the interests of J Group Robotics in any way. In case of any conflict or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics.

- 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 in conflict with the interests of J Group Robotics in any way. In case of any conflict or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics.

2. 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 this company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and do not use or disclose such Confidential Information except as may be required under obligation of law or as may be required by Group Robotics and in the course of your employment.

c. Assignment of Intellectual Property

d. During your tenure with the Company you shall disclose and assign to Group Robotics all intellectual property, and all development developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company using the Company's equipment, supplies or facilities and shall comply with the Policies of the company relating to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice. Please note that you are required to inform us of these agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Group Robotics.
- d. You acknowledge that substantial costs have been invested in your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two-year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two years from the date of joining the services of the Company.

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions
I agree to accept employment on the terms and conditions mentioned in the above letter.

Name: _____

Signature _____





J GROUP ROBOTICS
J GROUP ROBOTICS PVT. LTD.

Dear Sameer Khan,

As per the interview held on campus on telephonic round we are great pleasure in inviting you to be an integral part of "J group Robotics".

Congratulations! On being selected for the position of Graduate Engineer Trainee at J group Robotics Pvt Ltd We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature and each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

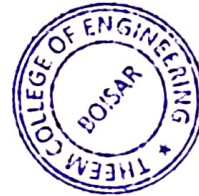
As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of:

- SSLC (X/Sid) Marks Card / Birth certificate.
- Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
- Passport copies / Address Proof.
- 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head



Dear Sameer Khan,

We have pleasure in appointing you to our Company as Graduate Engineer Trainee at Pune, or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- Your date of appointment would be on 16th June 2019

Employee Name	Sameer Khan	
Designation	Graduate Trainee	Graduate Trainee
Salary Component	Amount	
Monthly	Yearly	Amount
Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum	13,000	
	155,000	

- HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor Accommodation to those employees.
- Our company will evaluate the performance of employees quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 J Group Robotics in case of any conflict or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- 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 J Group Robotics

2. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics
- b. and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to J Group Robotics all exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms shall supersede and replace any existing agreement or understanding, if any, between J Group Robotics
- d. You acknowledge that substantial costs have to be invested on you for training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two year term would be unfair to the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two years from the date of joining the services of the Company

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions

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

Name:

Signature





Dear SUMIT M. MARCHANDE,

As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J group Robotics".

Congratulations! On being selected for the position of Graduate Engineer Trainee at J group Robotics Pvt Ltd enclosing herewith your Offer letter, which may kindly be sent to us with your signature and each page as a token of acceptance on or before 23.04.2019.

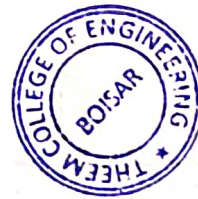
Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC (X/S) Marks Card / Birth certificate.
 - Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd Business Unit Head



Dear SUMIT M. MARCHANDE,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Pune, or in such other capacity if the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment would be on 16th June 2019

Employee Name	SUMIT M. MARCHANDE
Designation	Graduate Trainee
Salary Component	Yearly Amount
Monthly Basic	5,200 62,400
HRA	2,080 24,960
Other Allowances	3,470 41,640
Conveyance Allowances	800 9,600
Medical Allowances	1,250 15,000
Professional Tax	200 2,400
Cost to Company per annum	13,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get minimum grade B or above.
- c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent or individual assignments (where the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 J Group Robotics or in doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 J Group Robotics

2. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics and in the course of your employment.
- b. . . and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to J Group Robotics all exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service with our notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between J Group Robotics
- d. You acknowledge that substantial costs have to be invested in your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two years from the date of joining the services of the Company

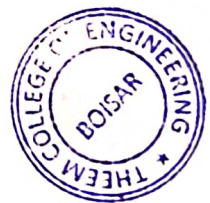
FOR EMPLOYEE

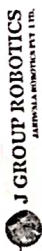
I have read and understood and accepted the Terms and conditions

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

Name: _____

Signature _____





Dear **SHAIKH HASHIR IQBAL**,

As per the interview held on campus on telephonic round, we take great pleasure in inviting you to be an integral part of "J Group Robotics".

Congratulations! On being selected for the position of Graduate Engineer Trainee at J Group Robotics Pvt Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 23.04.2019.

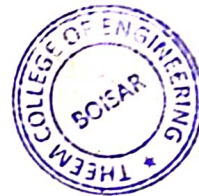
Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC (X/Std) Marks Card / Birth Certificate.
 - Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J Group Robotics Pvt Ltd
Business Unit Head



Dear **SHAIKH HASHIR IQBAL**,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Pune, or in such other capacity that management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment would be on 16th June 2019

Employee Name	SHAIKH HASHIR IQBAL	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide share bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employees quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A. For C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times Grade B or above.
- c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics "and shall not take up any independent individual assignments (where the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 whose involvement in activities, which are or shall be in conflict with the interests of J Group Robotics or in doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 whose involvement in activities, which are or shall be in conflict with the interests of J Group Robotics

2. 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 ensure that you maintain in secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Group Robotics and in the course of your employment.
- b. Assignment of Intellectual Property
- c. During your tenure with the Company you shall disclose and assign to the Group Robotics, its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or the results from work that you perform for the Company using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to the Intellectual Property.

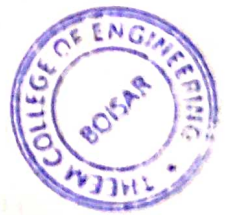
3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us of all such agreements, oral or written, which you have entered into and which relate to your commitment under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between the Group Robotics and you.
- d. You acknowledge that substantial costs have to be invested on your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment after the expiry of the normal term would be unfair to the Company and, as such, the Employee under takes not to leave its services to the Company, for any reason whatsoever, for a minimum period of one year from the date of joining the services of the Company.

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions mentioned in the above letter.

Name: _____ Signature: _____





J GROUP ROBOTICS
J GROUP ROBOTICS PVT. LTD.

Dear SAQLAIN SAMEER SHAIKH,

As per the interview held on campus on telephonic round, we take great pleasure in inviting you to be an integral part of "J Group Robotics".

Congratulations! On being selected for the position of Graduate Engineer Trainee at J Group Robotics Pvt Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature and each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC (XSIID) Marks Card / Birth Certificate.
 - Degree / Diploma / Higher Qualification Certificate along with mark sheets (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J Group Robotics Pvt Ltd Business Unit Head

Dear SAQLAIN SAMEER SHAIKH,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Pune, or in such other capacity, the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment would be on 16th June 2019

Employee Designation	Yearly	Amount
SAQLAIN SAMEER SHAIKH		Graduate Trainee
Salary Component		
Monthly Basic	5,700	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		155,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employees quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance. i.e. A, B, C, D. You should get Grade A. For C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- c. Changes in your compensation or discretionary award will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity which has 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 J Group Robotics or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. You shall ensure that you shall not, directly or indirectly, engage in any activity which has 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 J Group Robotics

2. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not disclose or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics and in the course of your employment.

c. Assignment of Intellectual Property

d. During your tenure with the Company you shall disclose and assign to J Group Robotics

as if exclusive

property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between J Group Robotics

d. You acknowledge that substantial costs have to be invested in you for training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two-year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company for any reason whatever, for a minimum period of two years from the date of joining the services of the Company

FOR EMPLOYEE

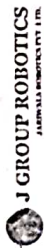
I have read and understood and accepted the Terms and conditions

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

Name: _____

Signature _____





J GROUP ROBOTICS
PUNE, MAHARASHTRA, INDIA

Dear MONEY REHAN ALI,

We have pleasure in appointing you in our Company as **Graduate Engineer Trainee** at Pune, or insuch other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

- a. Your date of appointment would be on 16th June 2019

Dear MONEY REHAN ALI,
As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J group Robotics"

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at J group Robotics Pvt Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 23.04.2019.

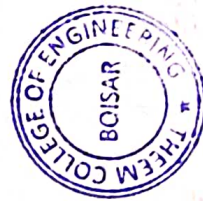
Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC (X/Sid) Marks Card / Birth certificate.
 - Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head



ADAR @

Employee Name	MONEY REHAN ALI	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly		
Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances		800
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor Accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance, i.e. A, B, C, D. You should get (Grade A, B or C) to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 J Group Robotics in any way or in any manner, in any capacity or otherwise, please discuss the matter with your Supervisor, understand the position of J Group Robotics or doubt.
- c. 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 J Group Robotics in any way or in any manner, in any capacity or otherwise, please discuss the matter with your Supervisor, understand the position of J Group Robotics or doubt.

2. 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Group Robotics
- b. and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to Group Robotics as its exclusive property all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

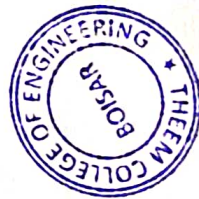
3. GENERAL:

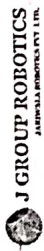
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Group Robotics
- d. You acknowledge that substantial costs have to be invested on your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of employment before the expiry of the two year term would be unfair to the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of two years from the date of joining the services of the Company

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions
I agree to accept employment on the terms and conditions mentioned in the above letter.

Name: _____ Signature _____





Dear **Patel Manthankumar**,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Pune, or in such other capacity that management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

a. Your date of appointment would be on 16th June 2019

As per the interview held on campus on telephonic round, we take great pleasure in inviting you to be an integral part of "J Group Robotics".

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at J Group Robotics Pvt Ltd. We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of:

- SSLC (X Std) Marks Card / Birth Certificate.
- Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
- Passport copies / Address Proof.
- 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J Group Robotics Pvt Ltd Business Unit Head

Employee Name	Patel Manthankumar	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance, i.e. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus, you should get minimum grade B or above.
- Change in your compensation is at the discretion of management and will be subject to the basis of effective performance and results during the period and other relevant criteria.



1. CONFLICT OF INTERESTS:

- You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- You shall ensure that you shall not, directly or indirectly, engage in any activity of your own interest, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of J Group Robotics or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of J Group Robotics or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics

2. CONFIDENTIALITY:

- You shall ensure that you shall not, directly or indirectly, engage in any activity of your own interest, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of J Group Robotics

- 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics
- b. ...and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to J Group Robotics all such intellectual property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between J Group Robotics
- d. You acknowledge that substantial costs have been invested in your training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of your employment before the expiry of the two-year term would be unfair to the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatsoever, for a minimum period of one year from the date of joining the services of the Company.

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions

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

Name: _____

Signature _____





J GROUP ROBOTICS
J GROUP ROBOTICS PVT. LTD.

Dear Kaustubh Chaudari,

We have pleasure in appointing you in our Company as Graduate Engineer Trainee at Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

a. Your date of appointment would be on 16th June 2019

Employee Name	Kaustubh Chaudari	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly		
Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get minimum grade B or above.
- c. Changes in your compensation are discretionary and will be subject to board approval on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 J Group Robotics or do so, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 J Group Robotics

2. CONFIDENTIALITY:

Dear Kaustubh Chaudari,

As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J group Robotics".

Congratulations! On being selected for the position of Graduate Engineer Trainee at J group Robotics Pvt Ltd

We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

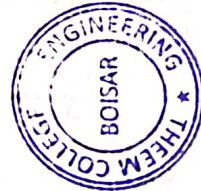
As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

- SSLC (X/Std) Marks Card / Birth certificate.
- Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
- Passport copies / Address Proof.
- 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head



- 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 ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by J Group Robotics
- b. . and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to J Group Robotics as it is exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that result from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between J Group Robotics
- d. You acknowledge that substantial costs have to be invested on you for training and grooming you specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the year term would be unfair to the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year from the date of joining the services of the Company

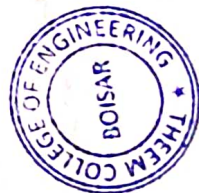
FOR EMPLOYEE

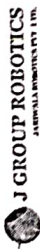
I have read and understood and accepted the Terms and conditions

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

Name:

Signature





J GROUP ROBOTICS
A PRIVATE LIMITED COMPANY

Dear **MOHAN GANESH KADAM**,

We have pleasure in appointing you in our Company as **Graduate Engineer Trainee** at Pune or Insuchother capacity themanagementshallfromtimetotimedetermine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

a. Your date of appointment would be on 16th June 2019

Dear **MOHAN GANESH KADAM**,
As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J Group Robotics"

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at J group Robotics Pvt Ltd We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature and each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of
- SSLC (X Stg) Marks Card / Birth certificate.
 - Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head

Employee Name	MOHAN GANESH KADAM	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor Accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A. B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times grade B or above.
- c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics "and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 J Group Robotics or in doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 J Group Robotics

2. 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 ensure that you maintain in strict confidence all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not disclose or divulge Confidential Information except as may be required under obligation of law or as may be required by Group Robotics.
- b. ...and in the course of your employment.
- c. Assignment of Intellectual Property
- d. During your tenure with the Company you shall disclose and assign to Group Robotics as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or the results of work that you perform for the Company using the Company's equipment, supplies or facilities and shall comply with the Policies of the company in relation to Intellectual Property.

3. GENERAL:

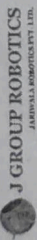
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us of these agreements, oral or written, which you have entered into and which relate to your commitment under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Group Robotics.
- d. You acknowledge that substantial costs have to be invested in your training and grooming you specifically for effectively handling the job's responsibilities and any discontinuance of the employment before the expiry of the two-year term would be unfair to the Company and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatsoever, for a minimum period of one year from the date of joining the services of the Company.

FOR EMPLOYEE

I have read and understood and accepted the Terms and conditions mentioned in the above letter.

Name: _____ Signature: _____





Dear **MOHAN GANESH KADAM**,

We have pleasure in appointing you in our Company as **Graduate Engineer Trainee** at Pune, or insuch other capacity the management shall from time to time determine. Please read that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT:

a. Your date of appointment would be on 16th June 2019

Employee Name	MOHAN GANESH KADAM	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly	5,200	62,400
Basic	2,080	24,960
HRA	3,470	41,640
Other Allowances	800	9,600
Conveyance Allowances	1,250	15,000
Medical Allowances	200	2,400
Professional Tax	13,000	156,000
Cost to Company per annum		

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide shared bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarterly your performance will be evaluated and you will be provided Grade as per your performance i.e. A, B, C, D. You should get Grade A, B or C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times Grade B or above.
- c. Change in your compensation is at the discretion of the company and will be subject to the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by J Group Robotics and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 the Company or conflict of doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 J Group Robotics

2. CONFIDENTIALITY:

Dear **MOHAN GANESH KADAM**,

As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J group Robotics".

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at J group Robotics Pvt Ltd

We are enclosing herewith your Offer letter, which may kindly be sent to us with your signature in each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- Photocopies of:
- SSLC (XSIID) Marks Card / Birth certificate.
 - Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
 - Passport copies / Address Proof.
 - 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head





Dear **MOHAN GANESH KADAM**,

We have pleasure in appointing you in our Company as **Graduate Engineer Trainee** at Pune, or in such other capacity if the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

Dear **MOHAN GANESH KADAM**,

As per the interview held on campus on telephonic round we take great pleasure in inviting you to be an integral part of "J group Robotics".

Congratulations! On being selected for the position of **Graduate Engineer Trainee** at J group Robotics Pvt Ltd enclosing herewith your Offer letter, which may kindly be sent with your signature in each page as a token of acceptance on or before 23.04.2019.

Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of:

- SSLC (X/Sid) Marks Card / Birth certificate.
- Degree / Diploma / Highest qualification certificate along with mark cards (all semesters).
- Passport copies / Address Proof.
- 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with J group Robotics Pvt Ltd
Business Unit Head

1. APPOINTMENT:

- a. Your date of appointment would be on 16th June 2019

Employee Name	MOHAN GANESH KADAM	
Designation	Graduate Trainee	
Salary Component	Yearly	Amount
Monthly		
Basic	5,200	62,400
HRA	2,080	24,960
Other Allowances	3,470	41,640
Conveyance Allowances	800	9,600
Medical Allowances	1,250	15,000
Professional Tax	200	2,400
Cost to Company per annum		13,000
		156,000

- a. HRA will not be paid to employees who claim for company accommodation and Company will provide share bachelor accommodation to those employees.
- b. Our company will evaluate the performance of employee quarterly. Every quarter your performance will be evaluated and you will be provided Grade as per your performance. i.e. A, B, C, D. You should get Grade A. For C to be eligible for quarterly performance incentive. To be eligible for annual performance bonus you should get two times Grade B or above.
- c. Change in your compensation is at the discretion of HR and will be subject to the basis of effective performance and results during the period and other relevant criteria.

1. CONFLICT OF INTERESTS:

- a. You are required to engage yourself exclusively in the work assigned by "J Group Robotics" and shall not take up any independent individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Supervisor.
- 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 the Company in case of any conflict or doubt, please discuss the matter with your Supervisor, understand the position of J Group Robotics
- c. 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 J Group Robotics

2. CONFIDENTIALITY:



A&AR (2)

8th October 2019

Unnanti Patil

Dear Unnanti,

I am pleased to offer you employment in the company in the role of **Software Engineer**. Your gross annual compensation will be Rs.550,000 per annum. Congratulations and welcome aboard.

The Breakup of your compensation is as follows:

	Breakup	Breakup
Basic	13,821	165,852
HRA	8,293	99,516
Conveyance Allowance	1,600	19,200
Special Allowance	16,742	200,904
Co. PF Contribution	1,852	22,224
Total	42,308	507,696
Annual Discretionary Bonus		42,304
Gross Annual Compensation		550,000

You (and your dependants) shall also be covered under the Group Medical Insurance Policy of the company. The policy is up to an annual limit of Rs.500,000 subject to the term & conditions of the insurance provider.

You are expected to join at the earliest possible date, but in no case later than 1st June 2020. At the time of joining you will have to execute a two years employment bond. You are not entitled to resign until the expiry of the bond period. Please be noted that after your completion of bond tenure, whenever you plan to offer resignation, you will need to serve two months notice period.

Please communicate your acceptance of this employment offer by signing and returning the enclosed copy of this letter to us.

I welcome you to Zeus System Pvt. Ltd. and wish you a very rewarding career.

Sincerely,

Minal Chodankar
Director-Admin



InfrasoftTech/Selection/19-20/155

February 28, 2020

Pratiksha Chamute

Sub: Letter of Selection

Congratulations!!

With reference to the meeting we had regarding the career opportunity for you in InfrasoftTech Group, we take pleasure in confirming our offer to you as follows:

1. You will be designated as Trainee Associate Consultant at grade A and will be based at any of our development centers in India.
2. Your date of joining will be in the month of July / August 2020. You will be issued a formal offer on the day of joining the organization.
3. You shall be entitled to an all inclusive annual gross compensation of Rs. 350000/- (Rs. Three Lakh Fifty Thousand only) per annum. The compensation annexure will be issued to you on your joining.
4. You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

Undertakings:

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.
- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present prior to you accepting this offer.
- C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you accepting this offer.

This offer is valid, subject to:

- a. No adverse change in business plans of the company.
- b. The above undertakings proven true on accepting the offer & during the tenure of your association with the company.
- c. All details furnished by you being proven true.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,

Yours sincerely,

For Infrasoft Technologies Limited

Sonal Bhaye

Global Head- Human Resources



PRIVATE & CONFIDENTIAL



GR/HR/2020/233

February 20, 2020

Mr. Rajkumar Sharma
Gazdar Bandh,
Near Shiv Sai Apartment,
Sanacruz (W)
Mumbai-400054

Phone: 9028398835

Dear Rajkumar,

We are very pleased to extend an offer of employment to you for the position of **Associate Consultant – Band A1**. Your date of joining will be **between June 1 to July 1, 2020**.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo Identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based. Your next salary review will be as per the company rules. The company is not liable to review your compensation either at the end of probation period or thereafter until the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Thanking You,

Yours faithfully,

For MindCraft Software Pvt. Ltd.

Sweetha Suvarna
Senior Manager, Human Resources



Compensation Package

Name: Rajkumar Sharma

Designation: Associate Consultant

Band: A1

Appendix 'A'

Please find below your total earnings break-up per month.

Appendix 'A'	
Please find below your total earnings break-up per month.	
A	Cost to Company (CTC):
	Fixed Salary:
	Basic
	HRA
	Conveyance
	Total of A
B	Flexible Benefit Plan
	Special Allowance
	Meal Coupons (Ticket Restaurant)
	LTA
C	Retirals:
	Gratuity
	Employer Contribution to Provident Fund
	Total of C
D	Other Benefits:
	Medical Insurance Premium (approx)
	Accident Insurance Premium (approx)
	Total of D
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.	

Employee can split the FBP as per tax plans based on the eligibility guided by the Policy and procedures laid down.

The HR facilitator will help you fix up the Flexible Benefit Plan. Please ensure that you declare the FBP selection within 10 days of your joining.

For Provident Fund, you will also have to contribute an equal amount same as employers contribution from your salary.

Ms. Unnati Patil
346, Popharan,
Pachmar road,
Terapur,
Boisar-401502.

20th September 2019

Offer Confirmation

Dear Unnati,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on **8th June 2020**.

Joining Location: Mumbai

During your training period for the first three months from the date of Joining, you will get stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company after 3months would be **Rs. 3,60,000/- Per Annum (Three Lacs Rupees Only)**. This comprises of your salary and Performance Linked incentives and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The NeoSOFT family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For NeoSOFT Technologies
Rohan Ghure
HR Manager



ANNEXURE 'A'

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	15,500	186,000
House Rent Allowance	4,154	49,853
Conveyance	1,600	19,200
Total	21,254	255,053
Statutory Benefits (B) #		
Gratuity		8,947
Total Fixed Compensation (A) + (B)	22,000	264,000
Performance Bonus*		36,000
Total Cost To Company	25,000	300,000
Deductions (C)		
PT	200	2,400
Net Salary (Before Tax) (A)-(C)	21,054	252,653

Insurance Coverage	Annual Amount
Group Medical Coverage	200,000
Group Personal Accident	1,000,000

3. **ESIC** - As per compensation mentioned above if you are eligible for ESIC then, you will be covered under Employee's State Insurance Act wherein, the Company will contribute towards statutory rate. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.

Notes:

1. Next annual increment will be based on these performance ratings as follow:
@ PR 3 - 5% on current CTC
- @ PR 4 - 10% on current CTC
@ PR 5 - 15% on current CTC
2. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any under-withholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

- * Performance Bonus will be disbursed annually.
- # These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.
- ++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made
- ++ From monthly salary (if applicable)
- ++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.

A. The following statutory elements are included in the compensation package stated above: (If applicable)

1. **Provident Fund** - You will be covered under the Employee's Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by government from time to time. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.

2. **Gratuity** - Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for the gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above mentioned compensation.

B. As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. **Group Medical Insurance** - In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** - In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,
Human Resource
For Neosoft Technologies



WINNER

Star icon Recognition Award

By

Confederation of Indian Industry



CONFEDERATION OF INDIAN INDUSTRY

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park, Pokhran Rd. No. 2, Thane (W)- 400 601. Phone + 91 22 21710062 Web : www.jbsepl.in E-mail: jbs@jbsepl.in

CIN No. :- U 74210 MH 2004 PTC 148516

JBS / HR / 19-20 / 2002223
Thursday, February 27, 2020

Mr. Prajyot Pandurang Arekar
Mitra Parivar Mandal,
Dandi, Thane, Maharashtra,
401501

Cell: 9284196771
E-Mail ID: prajyotarekar95@gmail.com

Dear Mr. Prajyot Pandurang Arekar

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a Junior Engineer at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future. Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,



Milind Nark
Milind Nark
[Head - HR & Admin]

I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Prajyot Pandurang Arekar**

Signature _____

Date _____



Date: 27/02/2020

The Salary Structure Offered to Mr. Prajyot Pandurang Arekar,
 Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRYBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRYBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik
 Milind Naik
 [Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.
 I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS
 from the salary which is statutory.

Name: _____
 Signature: _____
 Date: _____



JBS / HR /19-20/ 2002222
 Thursday, February 27, 2020

Mr. Swapnil Sainath Desai
 70-2, Shantaram Niwas, P.G. Marg,
 Gawth Near Moreswar Kripa Building,
 Malad West, Mumbai, Maharashtra,
 400064

Cell: 9920651157
 E-Mail ID: swapnildesai912@gmail.com

Dear Mr. Swapnil Sainath Desai

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a Junior Engineer at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.

Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.


If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

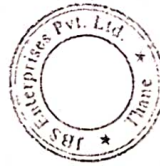
The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,


Milind Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Swapnil Sainath Desai**

Signature _____

Date _____



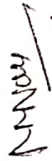
Date: 27/02/2020

The Salary Structure Offered to **Mr. Swapnil Sainath Desai**.
Designation: **Junior Engineer**.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.




Milind Naik
[Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.
I hereby accept the salary structure and I agree for any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____

WINNER

Star Icon Recognition Award

By

Confederation of
Indian Industry



Confederation of Indian Industry

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd. No. 2, Thane (W)- 400 601.
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

JBS / HR /19-20/ 2002224
Thursday, February 27, 2020

Mr. Zabid Rakim Khan
Room No 920, Behram Nagar,
Lekhdewali Gali, Bandra East,
Mumbai, Maharashtra, 400051

Cell: 9930715445
E Mail ID: zabid.khan.786@gmail.com

Dear Mr. Zabid Rakim Khan

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future. Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

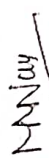
Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us. Yours truly,

For JBS Enterprises Pvt. Ltd.,


Milind Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name Mr. Zabid Rakim Khan

Signature _____

Date _____



Star Icon Recognition Award

By



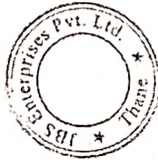
Confederation of
Indian Industry

Date: 27/02/2020

The Salary Structure Offered to **Mr. Zaabid Rakim Khan,**
Designation: **Junior Engineer.**

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUION (EMPLOYEE)	63.00
NETPAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik

Milind Naik
[Head-HR & Admin]

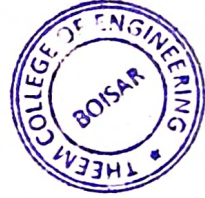
I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____



JBS / HR /19-20/2002219
Thursday, February 27, 2020

Mr. Chinmay Suresh Machhi
House No. 815, Asangaon, Telave
Pada, Dahanu, Vangaon, Thane,
Maharashtra, 401103

Cell: 9975692712
E Mail ID: chinmaymachhi12@gmail.com

Dear **Mr. Chinmay Suresh Machhi**

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E. / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.

Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

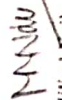
If any of above document is found fake/not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,


Milind Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Chinmay Suresh Machhi**

Signature _____

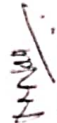
Date _____

Date: 27/02/2020

The Salary Structure Offered to Mr. Chinmay Suresh Machhi,
Designation: **Junior Engineer.**

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.


Milind Naik
[Head - HR & Admin]



I accept the above mentioned salary and join the company on or before _____ date.


I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____

WINNER

Star icon Recognition Award
By 
Confederation of Indian Industry

JBS Enterprises Pvt. Ltd.
First Floor, Bellia Vista, Oswal Park,
Pokhran Rd., No. 2, Thane (W)- 400 601.
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

JBS / HR /19-20/ 2002220
Thursday, February 27, 2020

Mr. Satish Shyam Sankhe
House No. 15, Navapur Road,
Tembhi, Navapur, Boisar,
Thane, Maharashtra, 401501

Cell: 8087453094
E-Mail ID: satish_s.sankhe@gmail.com

Dear **Mr. Satish Shyam Sankhe**

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly.

Thereafter you will be posted at different site under the guidance of respective site in charge. The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future. Documents to be submitted at the time of joining:

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- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

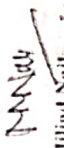
Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us. Yours truly,

For **JBS Enterprises Pvt. Ltd.**,


Milind Naik
Head - HR & Admin




I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Satish Shyam Sankhe**

Signature _____

Date _____



Star Icon Recognition Award
By
Confederation of Indian Industry

Confederation of Indian Industry

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd. No. 2, Thane (W)- 400 601.
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in
CIN No :- U 74210 MH 2004 PTC 148516

Date: 27/02/2020

The Salary Structure Offered to Mr. Satish Shyam Sankhe, Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRYBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRYBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik

Milind Naik
[Head-HR & Admin]

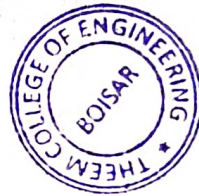
I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____



JBS / HR / 19-20/ 2002217
Thursday, February 27, 2020

Mr. Govind Sunil Patil
Atwade , Raver, Jalgaon,
Maharashtra, 425508

Cell: 81-40080784
E Mail ID: govindpatil97.gp@gmail.com

Dear Mr. Govind Sunil Patil

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.

Please note that this offer is sent to you subject to your passing the B.E. / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.

Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

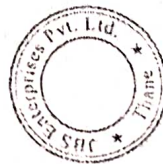
If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,



Milind Naik
[Head - HR & Admin]

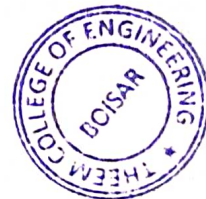


I accept the above mentioned employment offer and agree to join duties on.....

Name Mr. Govind Sunil Patil

Signature _____

Date _____



Date: 27/02/2020

The Salary Structure Offered to Mr. Govind Sunil Patil, Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRYBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRYBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.





Milind Naik
[Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____

WINNER

Star Icon Recognition Award
By
Confederation of
Indian Industry



CONFEDERATION OF INDIAN INDUSTRY

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd. No. 2, Thane (W)- 400 601,
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

JBS / HR /19-20/ 2002218
Thursday, February 27, 2020

Mr. Shubham Satish Sankhe
41/2, Prantali, Tarapur App.
Palghar, Thane, Maharashtra
401504

Cell: 9923055265

E-Mail ID: shubhamsankhe48@gmail.com

Dear Mr. Shubham Satish Sankhe

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a Junior Engineer at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.

Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.


The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,




Milind Naik
[Head - HR & Admin]

I accept the above mentioned employment offer and agree to join duties on.....

Name Mr. Shubham Satish Sankhe

Signature _____

Date _____



JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd. No. 2, Thane (W)- 400 601.
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

WINNER

Star Icon Recognition Award

By



Confederation of
Indian Industry

CONFEDERATION OF INDIAN INDUSTRY

Date: 27/02/2020

The Salary Structure Offered to Mr. Shubham Satish Sankhe, Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRYBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRYBUTION (EMPLOYEE)	63.00
NETPAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik
[Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____



JBS / HR /19-20/ 2002214

Thursday, February 27, 2020

Mr. Gauresh Bharat Kumbhar

Birwadi, Post Umroli,

Palghar, Maharashtra.

401404

Cell: 7767047451

E-Mail ID: gauresh.b.kumbhar98@gmail.com

Dear Mr. Gauresh Bharat Kumbhar

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a Junior Engineer at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



Please note that this offer is sent to you subject to your passing the B.E. / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.


Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.
Yours truly,

For JBS Enterprises Pvt. Ltd.,


Milind Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Gauresh Bharat Kumbhar**

Signature _____

Date _____



Date: 27/02/2020

The Salary Structure Offered to **Mr. Gauresh Bharat Kumbhar**,
Designation: **Junior Engineer**.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUTION (EMPLOYEE)	63.00
NETPAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik
[Head-HR & Admin]



I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax / TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____

WINNER

Star icon Recognition Award

By
Confederation of
Indian Industry



JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd. No. 2, Thane (W)- 400 601.
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

JBS / HR /19-20/ 2002215
Thursday, February 27, 2020

Mr. Khan Mohammed Ishaque Nisar Ahmed
Room No 3, Ram rahim Chl.
Azmi Nagar, Lohiya Road
Near Yadav Hotel, Malad West,
Mumbai, Kharodi, Maharashtra,
400095.

Cell: 9022161128
E Mail ID: ishaquernisar@gmail.com

Dear Mr. Khan Mohammed Ishaque Nisar Ahmed

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly.

Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



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We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

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Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,


Mittal Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Khan Mohammed Ishaque Nisar Ahmed**

Signature _____

Date _____

Date: 27/02/2020

The Salary Structure Offered to **Mr. Khan Mohammed Ishaque Nisar Ahmed**,
Designation: **Junior Engineer**.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik

Milind Naik
(Head-HR & Admin)

I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____



WISER

Star Icon Recognition Award

By

Confederation of Indian Industry



CONFEDERATION OF INDIAN INDUSTRY

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Orwal Park, Pokhran Rd, No. 2, Thane (W)- 400 601, Phone + 91 22 21710062 Web : www.jbsepl.in E-mail: jbs@jbsepl.in

CIN No. :- U 74210 MH 2004 PTC 148516

Date: 27/02/2020

The Salary Structure Offered to Mr. Amit Ramchandra Shukla,

Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF-CONTRIBUTION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUTION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.



Milind Naik

[Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for any deduction towards Income Tax/TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____



JBS / HR / 19-20/ 2002221

Thursday, February 27, 2020

Mr. Akash Sujjanlal Sharma
Room No D/6, Bhagyoday Society
No 25, Near Pooja Enclave Building,
Ganesh Nagar charkop, Kandivali West,
Mumbai, Maharashtra, 400067

Cell: 8082099164

E-Mail ID: sharmaakash860@gmail.com

Dear Mr. Akash Sujjanlal Sharma

Sub: Offer Letter

This has reference to the campus interview in January 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly.

Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.

Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.
Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.


If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,


Milind Naik
[Head - HR & Admin]



I accept the above mentioned employment offer and agree to join duties on.....

Name Mr. Akash Sajjanlal Sharma

Signature _____

Date _____



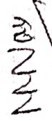
Date: 27/02/2020

The Salary Structure Offered to Mr. Akash Sajjanlal Sharma,
Designation: Junior Engineer.

BASIC	8000.00
BONUS	666.00
HRA	400.00
TOTAL GROSS	9066.00
LESS PF CONTRIBUION (EMPLOYEE)	960.00
LESS ESIC CONTRIBUION (EMPLOYEE)	63.00
NET PAY	8043.00

For JBS Enterprises Pvt. Ltd.




Milind Naik
[Head-HR & Admin]

I accept the above mentioned salary and join the company on or before _____ date.

I hereby accept the salary structure and I agree for of any deduction towards Income Tax/ TDS from the salary which is statutory.

Name: _____

Signature: _____

Date: _____

WINNER

Star Icon Recognition Award

By
Confederation of
Indian Industry



CONFEDERATION OF INDIAN INDUSTRY

JBS Enterprises Pvt. Ltd.

First Floor, Bella Vista, Oswal Park,
Pokhran Rd, No. 2, Thane (W)- 400 601,
Phone + 91 22 21710062 Web : www.jbsepl.in
E-mail: jbs@jbsepl.in

CIN No :- U 74210 MH 2004 PTC 148516

JBS / HR /19-20/ 2002216
Thursday, February 27, 2020

Mr. Amit Ramchandra Shukla
101, Building No 9/A, Mira
Bhayander Road, New Golden
Next Phase 7, Thane, Maharashtra,
401107

Cell: 9930589431

E Mail ID: amitshkl786@gmail.com

Dear Mr. Amit Ramchandra Shukla

Sub: Offer Letter

This has reference to the campus interview in February 2020. We are pleased to inform you that you have been selected in our organization subject to your passing the B.E / B. Tech / Diploma qualification. The terms and conditions of the assignment are as follows.

As discussed during the interview, you will join as a **Junior Engineer** at assigned location which will be intimated after Induction.

Please note that on joining our organization, you will have to undergo thorough Induction, Orientation Program at a place which will be intimated to you shortly. Thereafter you will be posted at different site under the guidance of respective site in charge.

The compensation structure discussed and agreed by you and JBS Terms & Conditions are attached herewith for your reference.

You are requested to communicate the acceptance of this offer within 48hrs. of receipt of this offer, failing which this offer is liable to be withdrawn.

On joining you shall follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force now and/or amended from time to time.

We welcome you to JBS family and look forward to your reporting to our organization as informed. We are confident that you will acquire knowledge in the assigned field and play a key role towards the success of our Company's activities in future.



Please note that this offer is sent to you subject to your passing the B.E / B. Tech / Diploma qualification. In case you do not qualify in above Degree / Diploma the said offer will be withdrawn.

We are confident that you will acquire knowledge in the assigned field and implement the same are play a key role towards the success of our Company's activities in future.

Documents to be submitted at the time of joining:

At the time of joining you are required to carry following documents:

- 1) Three attested copies of testimonials, certificate of your education and other achievements.
- 2) Three passport size photographs.
- 3) Bank account Details.
- 4) ID proof
- 5) Police Verification Certificate or Passport
- 6) Medical Fitness Certificate

Initially while joining for the first time, you are requested to carry your own safety shoes. Thereafter, company will provide the same along with other PPEs after one year.

Please note that above documents are mandatory. Failing to submit the same, you will not be allowed to join at site.

If any of above document is found fake/ not genuine, this offer stands withdrawn forthwith.

The detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

For JBS Enterprises Pvt. Ltd.,



Milind Naik
Milind Naik

[Head - HR & Admin]

I accept the above mentioned employment offer and agree to join duties on.....

Name **Mr. Amit Ramchandra Shukla**

Signature _____

Date _____



CR/HR/2020/227

February 20, 2020

Mr. Pallav Chaudhari
Manmandir,
Waholi East,
Vasal Virar
Pin 401304

Phone: 7721880927

Dear Pallav,

We are very pleased to extend an offer of employment to you for the position of Associate Consultant - Band A1. Your date of joining will be between June to December, 2020.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be 180,000/- p.a. On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Deepthi Ashar
Head, Human Resources



Compensation Package

Name: Pallav Chaudhari

Designation: Associate Consultant

Band: A1

Appendix 'A'	
Please find below your total earnings break-up per month.	
Cost to Company (CTC):	15,000
A Fixed Salary:	Amount in Rs. PM
Basic	5,800
HRA	2,900
Conveyance	1,600
Total of A	10,300
B Special Allowance	3,283
C Retirals:	
Gratuity	280
Employer Contribution to Provident Fund	696
Total of C	976
D Other Benefits:	
ESIC	411

TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory deductions will be deducted as applicable.

For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Technical Allowance).

InfrasoftTech/Selection/19-20/155

February 28, 2020

Pratiksha Chamute

Sub: Letter of Selection

Congratulations!!

With reference to the meeting we had regarding the career opportunity for you in InfrasoftTech Group, we take pleasure in confirming our offer to you as follows:

1. You will be designated as Trainee Associate Consultant at grade A and will be based at any of our development centers in India.
2. Your date of joining will be in the month of July / August 2020. You will be issued a formal offer on the day of joining the organization.
3. You shall be entitled to an all inclusive annual gross compensation of Rs. 350000/- (Rs. Three Lakh Fifty Thousand only) per annum. The compensation annexure will be issued to you on your joining.
4. You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

Undertakings:

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.
- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present prior to you accepting this offer.
- C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior you accepting this offer.

This offer is valid, subject to:

- a. No adverse change in business plans of the company.
- b. The above undertakings proven true on accepting the offer & during the tenure of your association with the company.
- c. All details furnished by you being proven true.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,

Yours sincerely,

For Infrasoft Technologies Limited

Sonal Bhaye

Global Head- Human Resources



PRIVATE & CONFIDENTIAL

CR/HR/2020/233

February 20, 2020

Mr. Rajkumar Sharma
Gazdhar Bandh,
Near Shiv Sai Apartment,
Santacruz (W)
Mumbai-400054

Phone: 9028398835

Dear Rajkumar,

We are very pleased to extend an offer of employment to you for the position of Associate Consultant – Band A1. Your date of joining will be between June 1 to July 1, 2020.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based. Your next salary review will be as per the company rules. The company is not liable to review your compensation either at the end of probation period or thereafter until the company's annual compensation review.

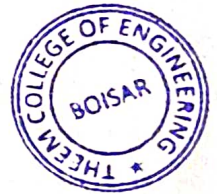
The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.



Swetha Suvarna
Senior Manager, Human Resources



Compensation Package

Name: Rajkumar Sharma

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
Cost to Company (CTC):		Amount in Rs. PM
A Fixed Salary:		26,666
Basic		9,333
HRA		4,667
Conveyance		1,600
Total of A		15,600
B Flexible Benefit Plan:		9,299
Special Allowance		
Meal Coupons (Ticket Restaurant)		
LTA		
C Retirals:		
Gratuity		451
Employer Contribution to Provident Fund		1,120
Total of C		1,571
D Other Benefits:		
Medical Insurance Premium (approx)		182
Accident Insurance Premium (approx)		15
Total of D		197
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.		

Employee can split the FBP as per tax plans based on the eligibility guided by the Policy and procedures laid down

The HR facilitator will help you fix up the Flexible Benefit Plan. Please ensure that you declare the FBP selection within 10 days of your joining.

For Provident Fund, you will also have to contribute an equal amount same as employers contribution from your salary.

Ms. Humera Zulfiqar Gilani
At - Chitralay, Police Chouki,
Taluka - Palghar, Boisar,
Boisar, Thane,
Maharashtra - 401501
Contact No: 8446665513

Ref: Servosys/Retr/2019-20/Jan/008

Dear Humera,

This has reference to the training discussion with us dated 18th December 2019.

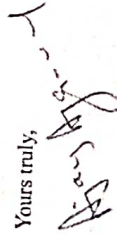
We are glad to inform you that on your successful clearance of the interviews, you are hereby selected for six months training with us. During training period, you shall be paid a stipend of INR 15,000/- (Fifteen Thousand) Per Month. Out of which INR 2500/- shall be deducted from your stipend each month as a security and shall be paid on the successful completion of one year.

Based on your performance during the training period, you shall be employed in our company on probation for one year as "Software Engineer" at a CTC of 3,25,000/- (Three Lakh Twenty-Five Thousand) Per Annum.

You have to join by 6th January 2020. This offer will not be valid after this date.

We look forward to a fruitful and mutually beneficial long term relationship with you.

Yours truly,



(Ajay Agarwal)
Director



TERMS AND CONDITIONS OF TRAINING FOR MS. HUMERA ZULFIQAR GILANI

Termination of Training

1. Your training with the Company can be terminated by yourself or by the Company by giving 30 days' notice during training period.
2. The Company however reserves the right to terminate your training with immediate effect without giving any reason

OTHER TERMS AND CONDITIONS:

1. Your training is subject to:
 - a. The satisfactory verification of your character, antecedents and testimonials.
 - b. The authenticity and accuracy of the details provided by you to the company enable us to judge your suitability for training and it is assumed that the details you have provided is true to the best of your knowledge and belief. Should it be found afterwards at any stage that you have given wrong information / misrepresented the facts, your training is liable to be summarily terminated.
 - c. You are found medically fit and continuing to remain medically fit. Before joining, you are required to produce a medical fitness certificate issued by a Medical officer of a recognized Govt. hospital or by the Doctor appointed by the Company at your own cost.
2. You will be required to implement and act in accordance with the Company's Information Security System (ISMS), and protect assets from unauthorized access, disclosure, modification, destruction or interference.
3. In case you are absent from training for more than 5 working days without informing the management's approval for the leaves, you will be considered as absconding.
4. You will be bound by the Code of Conduct and other rules, regulations, policies and orders issued by The Company from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement etc. as if these conduct rules, regulations, policies et al, were part of this contract of training. Company reserves the right to alter/rescind the terms & conditions of training at its discretion.
5. In case of you being found violating or not abiding by the Code of Conduct and other rules, systems, regulations, policies and orders issued by the Company, you will be liable for disciplinary action under the disciplinary action policy of the Company.
6. In the event of any dispute regarding the terms of conditions, you will be subject to the jurisdiction of the appropriate court of law at Delhi.
7. You will promptly, whenever have requested by the Company and in any event upon the termination of your training with the Company, deliver up to the Company all the documents belonging to the Company including but not necessarily limited to drawings, blueprints, designs, reports, manuals, correspondence, customer lists, computer programs and all other materials an all copies thereof relating in any way to the Company's business.



Compensation Package

Name: Haris Khan
Designation: Associate Consultant
Band: A1

Appendix 'A'	
Please find below your total earnings break-up per month.	
Cost to Company (CTC):	15,000
A Fixed Salary:	Amount in Rs. PM
Basic	5,800
HRA	2,900
Conveyance	1,600
Total of A	10,300
B Special Allowance	3,283
C Retirals:	
Gratuity	280
Employer Contribution to Provident Fund	696
Total of C	976
D Other Benefits:	
ESIC	411

TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory deductions will be deducted as applicable.

For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Technical Allowance).



CR/HR/2020/224

February 20, 2020

Mr. Haris Khan
204/S.K. Classic, Shakkhar Mohalla, Sopara Gaon, Nallasopara West
Taluka Vasai
District Palghar
Maharashtra- Pin 401203

Phone: 8446899754

Dear Haris,

We are very pleased to extend an offer of employment to you for the position of Associate Consultant – Band A1. Your date of joining will be between June to December, 2020.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be 180,000/- p.a. On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Dheepthi Ashar
Head, Human Resources





CA/HR/2020/223

February 26, 2020

Dr. Divyesh Kumar Gupta

Manager, Singh Nagar-2

3rd Floor,

Conveyance West,

Shantinagar-401314

Phone: 9246803633

Dear Divyesh,

We are very pleased to extend an offer of employment to you for the position of **Assistant Consultant - Basic 43**. Your date of joining will be between **June to December, 2020**.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree)
- Address & Photo identity proof
- One Passport size photographs with white background

MindTree observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 6.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on requisition to client's site.

You will be required to sign an Employment Bond in the standard format upon joining the services of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 30 days. On completion of the probation period, an extended period, unless confirmed in the services it writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be ₹80,000/- p.a. On completion of 6 months, your CTC will be increased to ₹84,000/- p.a. from the subsequent month.

Enclosed to the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,

Dr. Divyesh Kumar Gupta For. Ltd.

Divyesh Kumar Gupta
Assistant Consultant

Compensation Package

Name: Divyesh Kumar Gupta

Designation: Associate Consultant

Band: 43

Appendix 'A'	
Please find below your total earnings break up per month:	
Cost to Company (CTC)	Amount in Ru. PM
A. Fixed Salary	
Basic	5,800
HRA	2,900
Conveyance	1,600
Total of A	10,300
B. Special Allowance	3,283
C. Retirabo	
Contribution	280
Employee Contribution to Provident Fund	696
Total of C	976
D. Other Benefits	
ESIC	141
ESIC as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.	
For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.	

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Technical Allowances).



20th September 2019

Ms. Devashree Patole
404/A, Heramb Samruddhi
Chedda Mare,
Nallasopara (W)
Nallasopara-401203

Offer Confirmation

Dear Devashree,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on 8th June 2020.

Joining Location: Mumbai

During your training period for the first three months from the date of Joining, you will get stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company after 3months would be Rs. 3,00,000/- Per Annum (Three Lacs Rupees Only). This comprises of your salary and Performance Linked incentives and the details of which is been given in the Annexure A attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of 27 months including the period of probation executing a bond to that effect.

We welcome you to The Neosoft family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For Neosoft Technologies
Rohan Ghure
HR Manager



ANNEXURE 'A'

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	15,500	1,86,000
House Rent Allowance	4,154	49,853
Conveyance	1,600	19,200
Total	21,254	2,55,053
Statutory Benefits (B) #		
Gratuity		8,947
Total Fixed Compensation (A) + (B)	22,000	2,64,000
Performance Bonus*		36,000
Total Cost To Company	25,000	3,00,000
Deductions (C)		
PT	200	2,400
Net Salary (Before Tax) (A)-(C)	21,054	2,57,653

Insurance Coverage	Annual Amount
Group Medical Coverage	200,000
Group Personal Accident	1,000,000

Notes:

1. Next annual increment will be based on these performance ratings as follow:
 @ PR 3 - 5% on current CTC
 @ PR 4 - 10% on current CTC
 @ PR 5 - 15% on current CTC
 2. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any under-withholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 3. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Performance Bonus will be disbursed annually.
- # These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.
- ++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made From monthly salary (if applicable).
- ++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.

A. The following statutory elements are included in the compensation package stated above: (if applicable)

1. **Provident Fund** – You will be covered under the Employee's Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by government from time to time. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.
2. **Gratuity** – Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for the gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above mentioned compensation.

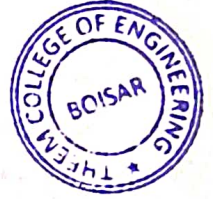
3. **ESIC** – As per compensation mentioned above if you are eligible for ESIC then, you will be covered under Employee's State Insurance Act wherein, the Company will contribute towards statutory rate. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.

B. As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. **Group Medical Insurance** – In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** – In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
3. **Annual Leave/Public Holidays** – You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,
Human Resource
For NeoSOFT Technologies





NIMAP INFOTECH

Nimap Infotech LLP

Regd. Add :- Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

Admin Add:- Todi Industrial Estate, A Wing, Gala No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Offer Letter

Anisa Gilani

Subject : Job offer

We are delighted you have accepted the offer for the position of Associate Software Engineer at our organization Nimap Infotech LLP and please join as soon as possible.

Your STIPEND for the internship will be Rs.2000/- per month. No leaves should be taken except college exams and preparations during internship period.

Your CTC from joining Rs.1,92,000/- for the first year than Rs.3,00,000/- for the second year and Rs. 4,20,000/- for the third year for the commitment of 2 years [upto Rs.1,50,000/- bonus will be paid after the completion of third year] and next appraisal will be September 2023 with effective October 2023.

1. To help you to develop your performance, informal reviews will take place every quarter.
2. Your working hours will be from 09.30 AM – 06.30 PM all days, it may be necessary on occasion to work outside these hours. All Sundays of the month 2 (two) Saturdays per month (1st & 3rd Saturday) are weekly off.
3. This is a permanent position with a minimum of 1 year of service agreement. Agreement will be signed within one week of joining.
4. You will be on probation period of first 6 months. During this period we will assess your progress. Any serious issues – on either side – should be raised as they occur.
5. Your next appraisal will be on September 2022.
6. You will work within the department/team/or at client destination as per the project need.
7. No paid leaves for first 6 months, 1 leave per month (applicable once you are out of probation period) and 8 casual / sick leaves per financial year. 10 bank holidays per annum.
9. You will need to bring all the relevant documents like Address Proof, Photo ID Proof, Previous companies relieving, experience letters if applicable, your offer letter, recent 3 months salary slips or proof.



20th September 2019

Ms. Anisa Gilani
101, Gilani Apt,
RB 04,
Sneha nagar,
MIDC,
Boisar 401504

Offer Confirmation

Dear Anisa,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on 8th June 2020.

Joining Location: Mumbai

During your training period for the first three months from the date of Joining, you will get stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company after 3months would be Rs. 3,00,000/- Per Annum (Three Lacs Rupees Only). This comprises of your salary and Performance Linked incentives and the details of which is been given in the Annexure. A attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of 27 months including the period of probation executing a bond to that effect.

We welcome you to The Neosoft family and look forward to a fruitful collaboration.

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

Yours Sincerely,
For Neosoft Technologies
Rohan Ghure
HR Manager



ANNEXURE 'A'

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	15,500	186,000
House Rent Allowance	4,154	49,853
Conveyance	1,600	19,200
Total	21,254	255,053
Statutory Benefits (B) #		
Gratuity		8,947
Total Fixed Compensation (A) + (B)	22,000	264,000
Performance Bonus*		36,000
Total Cost To Company	25,000	300,000
Deductions (C)		
PT	200	2,400
Net Salary (Before Tax) (A)-(C)	21,054	252,653

Insurance Coverage	Annual Amount
Group Medical Coverage	200,000
Group Personal Accident	1,000,000

Notes:

1. Next annual increment will be based on these performance ratings as follow:
@ PR 3 - 5% on current CTC
@ PR 4 - 10% on current CTC
@ PR 5 - 15% on current CTC
 2. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any under-withholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 3. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Performance Bonus will be disbursed annually.
- # These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.
- ++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made From monthly salary (if applicable).
- ++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.

A. The following statutory elements are included in the compensation package stated above: (If applicable)

1. **Provident Fund** - You will be covered under the Employee's Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by government from time to time. Your contribution and Company's contribution have been included as a part of the above mentioned compensation.
2. **Gratuity** - Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for the gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above mentioned compensation.

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3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,
Human Resource
For Neosoft Technologies





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

Date: January 11, 2020

Ref No: HR/Campus/LO15500237/1

Amit Mahendra Chauhan
Theem College Of Engineering

Letter of Intent ("LOI")

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

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

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

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

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

Upon joining Capgemini,

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

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

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

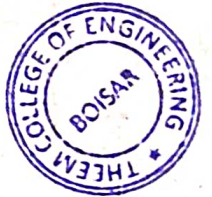
You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact freshhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring





Sinhgad Institutes

27 Years of Academic Excellence

Sinhgad College of Engineering
(SCOE), Vadgaon (Bk)

KAUSTUBH DHUMAL

Date of Birth

23-Mar-1997

Blood Group

B+

Course

ME CIVIL

Unique ID

HCDGF19

Email Address

kaustubh.hcdgf19@sinhgad.edu



STUDENT

Principal / Director Sign

2023

Valid Until

**Sinhgad College of Engineering
(SCOE), Vadgaon (Bk)**

Sr.No.-44/1,Vadgaon (Bk.)
off Sinhgad Road, Pune-411 041
Contact : 020-24354705 / 24100234

Contact

8007061643

Emergency Contact

9323784865

Student Address

**Room no. 116, Rajgad Hostel,
Vadgaon Bk**

TERMS

This Card is non-transferable and must be produced whenever demanded.

Library books would be issued only on the presentation of this Card.

Report loss of the Card immediately to Admin office.

The card would be returned to College at the time of collecting L.C.

Sinhgad Institutes
www.sinhgad.edu



University of East London

It is hereby certified that

Mayuddin Parkhetiya

having duly satisfied all prescribed conditions was

on

13 June 2023

duly admitted to the degree of

***Master of Science
Pass with Distinction***

having followed an approved programme in

Civil Engineering

This certificate should be read in conjunction with the University Diploma Supplement giving further details of the programme of study



Handwritten signature of the Vice-Chancellor in black ink.

Vice-Chancellor

Handwritten signature of the Chair of Board of Governors in black ink.

Chair of Board of Governors



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NAAC Accredited with B+ Grade

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2018-2019



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5.2.1 Placement of outgoing students and students progressing to higher education during the 2018-19

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2018-19	Mohan Kadam	Mechanical	2018	Niton Valves	1.8LPA
2018-19	Mohd. Shahbaz	Mechanical	2018	Hello Baby Pvt Ltd (Technical Head)	1.8LPA
2018-19	Mohsin Ansari	Mechanical	2018	KAETA Engg (Trainee Engg)	1.8LPA
2018-19	Mufaddal	Mechanical	2018	Viraj	1.8LPA
2018-19	Nikhil Shashikant Shinde	Mechanical	2018	Piano Presitel (Quality Assurance/Quality Control)	1.8LPA
2018-19	Patel Ronak	Mechanical	2018	Karamtara	1.8LPA
2018-19	Pathan Aarif Chotumiya	Mechanical	2018	Viraj Profiles,Boisar	96000/- per annum
2018-19	Pathan Arif	Mechanical	2018	Viraj	96000/- per annum
2018-19	Pawan Yadav	Mechanical	2018	Bhansali Precision Company (Quality Control Inspector)	96000/- per annum
2018-19	Pawar mehul	Mechanical	2018	Viraj Profiles,Boisar	96000/- per annum
2018-19	Piyush Koladiya	Mechanical	2018	Agara Climate Control (Produc & Project manager)	96000/- per annum



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2018-19	Rahat A. Pathan	Mechanical	2018	Bank of America Trainee Engg)	96000/- per annum
2018-19	Rahul Gupta	Mechanical	2018	Vasundara Ice Plant (Maintenance Engg)	96000/- per annum
2018-19	Rahul Mishra	Mechanical	2018	Agerwal India Pvt Ltd	96000/- per annum
2018-19	Ritesh Vishwakarma	Mechanical	2018	Viraj	96000/- per annum
2018-19	Rizwaan Hafizur Khan	Mechanical	2018	Aushkar Engg (Partner)	96000/- per annum
2018-19	Rizwan Khan	Mechanical	2018	Manpower Group (Site Supervision)	96000/- per annum
2018-19	Rohit Kishor Patil	Mechanical	2018	Karamtara Engg Pvt Ltd (GET)	1.8LPA
2018-19	Rohit Patil	Mechanical	2018	Karamtara Engg Pvt.Ltd	1.8LPA
2018-19	Roshan Chaturvedi	Mechanical	2018	Darbari Wires Pvt (Production Engg)	1.8LPA
2018-19	Rushikesh Pawar	Mechanical	2018	Piano Presitel	1.8LPA
2018-19	Sadashiv Sudke	Mechanical	2018	Shri Hari Industries	1.8LPA
2018-19	Sagar Mohan Rane	Mechanical	2018	Piano (Production Supervisor)	1.8LPA
2018-19	Sahadev Gaonkar	Mechanical	2018	Darshan Diotech (Quality Engg)	1.8LPA
2018-19	Sameer Patole	Mechanical	2018	Piano (Production)	1.8LPA
2018-19	Sameer Shaikh	Mechanical	2018	Ebco Private Ltd	1.8LPA



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2018-19	Sande Rehan	Mechanical	2018	Royal Steel Metal	1.8LPA
2018-19	Satyendra H. Yadav	Mechanical	2018	Everesh Kanto Cyl. Ltd (Trainee Engineer)	1.8LPA
2018-19	Shaikh Hashim	Mechanical	2018	ETA (Sales Executive)	1.8LPA
2018-19	Shaikh Sameer	Mechanical	2018	EBCO Pvt Ltd (Tool Room Eng)	1.8LPA
2018-19	Shaikh Saqlain	Mechanical	2018	Bebitz Flages Pvt Ltd (GET)	1.8LPA
2018-19	Shubham Salunke	Mechanical	2018	Viraj Profiles,Boisar	1.8LPA
2018-19	Sogiawala Mufaddal	Mechanical	2018	Viraj Profiles (GET)	1.8LPA
2018-19	Sumit Merchande	Mechanical	2018	Steel rays (Design Engg)	1.8LPA
2018-19	Sumit S . Kolte	Mechanical	2018	Mechanical Packing Industry (Junior Engg)	1.8LPA
2018-19	Sunny S. Kadam	Mechanical	2018	Self Employed	1.8LPA
2018-19	Suraj Gupta	Mechanical	2018	Bebitz Flages Pvt Ltd (Production)	1.8LPA
2018-19	Tamore Jidnesh	Mechanical	2018	Everesh Kanto Cyl. Ltd (Trainee Engineer)	1.8LPA
2018-19	Tanmay Marde	Mechanical	2018	Space HVAC System (Project Engg)	1.8LPA
2018-19	Tarak Gajjar	Mechanical	2018	Hamon Cooling system	1.8LPA
2018-19	Tarun Biswa	Mechanical	2018	Bebitz Flages Pvt Ltd (Quality)	1.8LPA



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2018-19	Tejpratap Gupta	Mechanical	2018	Starway Engg Pvt Ltd (Quality)	1.8LPA
2018-19	Umair Choudhary	Mechanical	2018	Mercury Projects (Quality Engg)	1.8LPA
2018-19	Umesh N. Rath	Mechanical	2018	Fair engg Service (Product Engg)	1.8LPA
2018-19	Umesh Rathaur	Mechanical	2018	SRMM Enviro Equipments	1.8LPA
2018-19	Umeshchand D Gupta	Mechanical	2018	Bharat Wire ropes ltd (QA/QC)	1.8LPA
2018-19	Vaibhav Sharma	Mechanical	2018	Prageet Engg (Project engg)	1.8LPA
2018-19	Vishal Jaiswal	Mechanical	2018	Karamtara Engg (Production)	1.8LPA
2018-19	Vishwakarma Ritesh	Mechanical	2018	Viraj Profiles, Boisar	1.8LPA
2018-19	Yadav Satyendra	Mechanical	2018	Karamtara Engg Pvt.Ltd	1.8LPA
2018-19	Yash Dhinoja	Mechanical	2018	Sleevematic Pvt Ltd	1.8LPA
2018-19	Yash K. Gupta	Mechanical	2018	Prolific 3D Tech (Design Engg)	1.8LPA
2018-19	Zen Vasaya	Mechanical	2018	Circlips Technology Pvt Ltd (Executive Engg)	1.8LPA
2018-19	Akbar Sayyed	Mechanical	2018	J Group Robotics	1.8LPA
2018-19	Huzaifa Bargir ,	Mechanical	2018	Micro Turner	1.8LPA
2018-19	Kaustubh Choudhary	Mechanical	2018	J Group Robotics	1.8LPA



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2018-19	Mahadik Vinit	Mechanical	2018	J Group Robotics	1.8LPA
2018-19	Money Rehan	Mechanical	2018	J Group Robotics	1.8LPA
2018-19	Patel Manthan	Mechanical	2018	J Group Robotics	1.8LPA
2018-19	Saqlain Shaikh	Mechanical	2018	Systematic Pvt Ltd	1.8LPA
2018-19	Shaikh Hasir	Mechanical	2018	J Group Robotics	1.8LPA
2018-19	Sumit Marchande	Mechanical	2018	J Group Robotics	2Lac
2018-19	Syed Akbar	Mechanical	2018	Compass Group	1.8 Lac
2018-19	Shukla Dhruv Dinesh	Mechanical	2018	Lupin	2.2Lac
2018-19	Siddique Mohd Shabir Mohd Shabbir	Mechanical	2018	Arti Drugs	2.2Lac
2018-19	Singh Vivek Vinod	Mechanical	2018	SSDB Pvt Ltd	1.8 Lac
2018-19	Sogale Romal Suresh	Mechanical	2018	KEEC (I) Pvt Ltd	1.6 lac
2018-19	Solanki Kirit Naresh	Mechanical	2018	JBS	1.8 Lac
2018-19	Surti Mehul Nanu	Mechanical	2018	Pranaya Transformers	1.8 Lac
2018-19	Tehsildar Arfat Javed	Mechanical	2018	Site Work	1.44Lac
2018-19	Thakur Adarsh Ratan	Mechanical	2018	Ganesh Engg Works (Business)	1.8 Lac



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2018-19	Tiwari Anand Ashutosh	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vaidya Harshal Sameer	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vartak Dhruv Shashank	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vartak Ritanshu Dinesh	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vaze Kautuk Naresh	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-19	Vishwakarma Aniket Lalbahadur	Mechanical	2018	Bebitz Flanges Pvt Ltd	2Lac
2018-19	Wagharalkar Amit Balaso	Mechanical	2018	Rehan Prestressing	1.8 Lac
2018-19	Yadav Neeraj Dinesh	Mechanical	2018	Sai Datta Teal Infra	2.2Lac
2018-19	Yadav Sagar Santram	Mechanical	2018	Yardi Prabhu Builders	2.2Lac
2018-19	Yadav Vinay Shivshankar	Mechanical	2018	KATHIRIYA INFRASTRUCTURE	1.8 Lac
2018-19	Shaikh Ebad Nabi	CIVIL	2018	PG Knfra Venture Pvt Ltd	1.6 lac
2018-19	Shaikh Furkan Istiaque	CIVIL	2018	Pughal Cordial	1.8 Lac
2018-19	Shaikh Irbaz Nisar	CIVIL	2018	Pughal Cordial	1.8 Lac
2018-19	Shaikh Mohammed Azhar Mukhtar Ahmed	CIVIL	2018	SITE ENGINEER	1.44Lac
2018-19	Shaikh Samiullah Aslam	CIVIL	2018	Amisha Associates	1.8 Lac



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2018-19	Shaikh Zainul Abedeem Shahid	CIVIL	2018	Amisha Associates	1.8 Lac
2018-19	Sharma Mukesh Ramkailash	CIVIL	2018	Rehan Prestressing	1.8 Lac
2018-19	Shukla Sachin Santoshkumar	CIVIL	2018	Wemet Technologies	1.8 Lac
2018-19	Solunke Kalpesh Liladhar	CIVIL	2018	HIGH-BAR Techno Crat Pvt Ltd	1.8 Lac
2018-19	Tamore Rashi Bhushan	CIVIL	2018	Deepesh Engg.,Malad	1.8 Lac
2018-19	Tandel Riddhi Naresh	CIVIL	2018	Petrocons Engineers & Consultants Pvt.Ltd	2Lac
2018-19	Tanwar Mohammad Mohsin Mohd Muslim	CIVIL	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Tanwar Mohd Saad Naem Ahmed	CIVIL	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Wade Raj Ashok	CIVIL	2018	Sunrack Enterprises	2.2Lac
2018-19	Yadav Surajkumar Keshavprasad	CIVIL	2018	Excel R solutions	1.8 Lac
2018-19	Pawar Kiran Suresh	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.6 lac
2018-19	Prajapati Akshaykumar Harishchandra	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Prajapati Praveen Dilip	Electrical	2018	A1-Fench	1.8 Lac
2018-19	Prajapati Ramesh Kumar Ramgyan	Electrical	2018	A1-Fench	1.44Lac
2018-19	Rai Bhaskar Bachchelal	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac



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2018-19	Sangare Surendra Suresh	Electrical	2018	Roop ultrasonic ,Andheri	1.8 Lac
2018-19	Sankhe Satish Shyam	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sankhe Shubham Satish	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Saroj Shaileshkumar Rajendra	Electrical	2018	Evans Engineering PVT.LTD.Boisar	1.8 Lac
2018-19	Shaikh Atik Salim	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sharma Akash Sajanalal	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	2Lac
2018-19	Shukla Amit Ramchandra	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Sorathiya Arshad Anis	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Sudra Kaushal Rajeshbhai	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	2.2Lac
2018-19	Surve Yadnesh Ravindra	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.8 Lac
2018-19	Tare Sagar Sudhir	Electrical	2018	Petrocons Engineers & Consultants Pvt.Ltd	1.6 lac
2018-19	Verma Sawan Rajaram	Electrical	2018	Aarti drugs pvt.ltd., Boisar	1.8 Lac
2018-19	Yadav Anil Kamlesh	Electrical	2018	Ganesh Engg Works (Business)	1.8 Lac
2018-19	Desai Yash Vikas	AUTOMOBILE	2018	Ganesh Engg Works (Business)	1.44Lac
2018-19	Dhamnaskar Harsh Vivek	AUTOMOBILE	2018	Karamtara Engg (G.E.T)	1.8 Lac



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2018-19	Dharsandia Vivek Vallabhai	AUTOMOBILE	2018	Chandan Steel Ltd (G.E.T Planning)	1.8 Lac
2018-19	Gawade Shreyas Sudhir	AUTOMOBILE	2018	Emmanuel Auto (Assistant Mechanic)	1.8 Lac
2018-19	Giri Akash Anand	AUTOMOBILE	2018	Sodexo (supervisor)	1.8 Lac
2018-19	Gore Akshay Vithhal	AUTOMOBILE	2018	Mahindra & Mahindra (Quality Assurance)	1.8 Lac
2018-19	Gupta Niraj Rajkumar	AUTOMOBILE	2018	Sai Service (Service Advisor)	1.8 Lac
2018-19	Idrisi Irshad Ahmed Siraj Ahmed	AUTOMOBILE	2018	Sodexo (supervisor)	1.8 Lac
2018-19	Jadhav Akshay Maruti	AUTOMOBILE	2018	Mahindra & Mahindra (Quality Assurance)	2.1lac
2018-19	Joshi Varun Vijay	AUTOMOBILE	2018	Sai Service (Service Advisor)	1.6 lac
2018-19	Kadam Advait Vivek	AUTOMOBILE	2018	Lakozy Toyota (Sales consultant)	1.8lac
2018-19	Kadam Mayuresh Sanjay	AUTOMOBILE	2018	J.K Files India Ltd (Quality Incharge)	1.8lac
2018-19	Katkar Sumit Mohan	AUTOMOBILE	2018	Aquene Auto (Internship)	1.8lac
2018-19	Kelgandre Rushikesh Vijay	AUTOMOBILE	2018	Aquene Auto (Internship)	1.8lac
2018-19	Khan Unais Ahmed Maaz Ahmed	AUTOMOBILE	2018	Hako Indian Pvt Ltd (Service engineer)	1.8lac
2018-19	Khanvilkar Ashwin Sudhir	AUTOMOBILE	2018	Hako Indian Pvt Ltd (Sales Engineer)	1.8lac
2018-19	Lokhande Kunal Ravi	AUTOMOBILE	2018	Hako Indian Pvt Ltd (Service Manager)	2Lac



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2018-19	Mane Prathamesh Pradeep	AUTOMOBILE	2018	M R Construction Company	1.8 Lac
2018-19	Maurya Aashish Shankar	AUTOMOBILE	2018	Select one construction	2.2Lac
2018-19	Mendon Akshay Hemraj	AUTOMOBILE	2018	Zeydn pvt.ltd	2.2Lac
2018-19	Mendon Jitesh Ramnanda	AUTOMOBILE	2018	S.D corporation	1.8 Lac
2018-19	Mestry Rohan Chandrakant	AUTOMOBILE	2018	Imperial Lifestyle Pvt Ltd	1.6 lac
2018-19	Mishra Akash Sherbahabur	AUTOMOBILE	2018	Mahalaxmi construction	1.8 Lac
2018-19	Patole Devashree Sanjay	COMPUTER	2018	One Aim solution	1.8 Lac
2018-19	Patwal Nilesh Sudhir	COMPUTER	2018	Cloves Infotech	1.44Lac
2018-19	Rana Urvi Kishore	COMPUTER	2018	Capgemini Pvt Ltd	1.8 Lac
2018-19	Salvi Akshay Satyawan	COMPUTER	2018	International Shareholder Servies	1.44Lac
2018-19	Sankhe Sahil Nitin	COMPUTER	2018	Noble Hygiene	1.8 Lac
2018-19	Sarode Prerana Liladhar	COMPUTER	2018	Powerweive Software	1.6 lac
2018-19	Save Chirayu Vijay	COMPUTER	2018	BookmyShow	1.8 Lac
2018-19	Sayed Asher Adil	COMPUTER	2018	Rupeeseed	1.8 Lac
2018-19	Sayyed Saif Ali Nasir Ali	COMPUTER	2018	Zero Solution	1.44Lac



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2018-19	Serkhel Mohammad Zakir Mohammad Shahid	COMPUTER	2018	Creative 31 Minds	1.8 Lac
2018-19	Shaikh Abdul Hannan Aejaz Ahmed	COMPUTER	2018	Castle Craft ECommerce Pvt Ltd	1.44Lac
2018-19	Shaikh Mohammed Suhail Zainuddin	COMPUTER	2018	Powerweive Software	1.8 Lac
2018-19	Shaikh Rizwan Ahmed A. Aziz	COMPUTER	2018	BookmyShow	1.6 lac
2018-19	Siddhesh Pangrekar	Electrical	2018	Zero Solution	1.8 Lac
2018-19	Chetan Kadam	Electrical	2018	Actis Tech Pvt Ltd	1.8 Lac
2018-19	Tambe Ajay Yashwant	Electrical	2018	Schindler Elevators I PL	1.44Lac
2018-19	Katore Pratik Arvind	Electrical	2018	Global Power Source group and company	1.8 Lac
2018-19	Salunkhe Akhilesh Avinash	Electrical	2018	Global Power Source group and company	1.44Lac
2018-19	Shah Ravi Kirankumar	Electrical	2018	Projexon Softtech	1.8 Lac
2018-19	Pandey Shailesh Sivshankar	Electrical	2018	Grade Electricals Pvt Ltd	1.8 Lac
2018-19	Mujjafar Kaha	Electrical	2018	Scrane Engg Works	1.8 Lac
2018-19	Harmalkar Akshay Dinkar	Electrical	2018	Zenith Dye intermediate Ltd	1.8 Lac
2018-19	Patel Pratik Amrutbhai	Electrical	2018	Troup Technology Pvt Ltd	1.8 Lac
2018-19	Mistry Vishal Mahendrabhai	Electrical	2018	Goel Power	1.8 Lac



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2018-19	Kini Rohit Sandip	Electrical	2018	Kone Elevator	1.8 Lac
2018-19	Baraiya Prakash Ishwarbhai	Electrical	2018	Pace Electrical Maintenance	1.8 Lac
2018-19	Patel Dharmesh Yoegsh	Electrical	2018	Family Business	1.8 Lac
2018-19	Darji Harsh Kamlesh	Electrical	2018	Waves Engineering	1.8 Lac
2018-19	Nandu Dharmesh Anil	Electrical	2018	Falcon Techno Project	1.8 Lac
2018-19	Shaikh Naseem Mohammadali	Electrical	2018	Siemens	1.8 Lac
2018-19	Singh Ankit Kumar Vijay	Electrical	2018	SRM Viraj	1.8 Lac
2018-19	Tandel Saurabh Rajesh	Electrical	2018	Salco Extruction	1.8 Lac
2018-19	Raut Hardik Chandrakant	Electrical	2018	Lupin	1.8 Lac
2018-19	Bore Shubham Tulshiram	Electrical	2018	Arti Drugs	1.8 Lac
2018-19	Keni Sushant Hasmukh	Electrical	2018	SSDB Pvt Ltd	1.8 Lac
2018-19	Siddiqui Mariz Toukeer	Electrical	2018	KEEC (I) Pvt Ltd	1.8 Lac
2018-19	Khan Mohd Zishan Abdul R	Electrical	2018	JBS	1.8 Lac
2018-19	Yadav Anandkumar Abhiram	Electrical	2018	Pranaya Transformers	1.8 Lac
2018-19	Nair Rajiv Suresh	Electrical	2018	Site Work	1.8 Lac



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2018-19	Ahmed Hamid Masood	Civil Engineering	2018	Zeydn Pvt Ltd	1.8 Lac
2018-19	Ansari Kitabullah Azmat Ali	Civil Engineering	2018	Civil Engineeer	1.8 Lac
2018-19	Ansari Mohd Fazal Zainuddin	Civil Engineering	2018	Aj construction / Ufasa developer , DHEERAJ HERITAGE, BEST Colony, Juhu, Mumbai, Maharashtra 400054	1.8 Lac
2018-19	Ansari Shahbaz Ajaz Ahd	Civil Engineering	2018	Civil Engineeer	1.8 Lac
2018-19	Dubey Aakash Gulabchandra	Civil Engineering	2018	AQM technology,A 401, Raheja Plaza, Lal Bahadur Shastri Marg, Nityanand Nagar, Ghatkopar West, Mumbai, Maharashtra 400086	1.8 Lac
2018-19	Gahlot Ahad Javed	Civil Engineering	2018	AQM technology,A 401, Raheja Plaza, Lal Bahadur Shastri Marg, Nityanand Nagar, Ghatkopar West, Mumbai, Maharashtra 400086	1.8 Lac
2018-19	Gawade Shubham Vishram	Civil Engineering	2018	Samarth Engg Classes	1.4 lac
2018-19	Gawandi Iram Islam	Civil Engineering	2018	H.J.THEEM COLLEGE OF ENGG,BOISAR	2.59
2018-2019	Katkar Raviraj Subhash	Civil Engineering	2018	Sai Datta Teal Infra	2 Lac
2018-2019	Khot Pranav Purushottam	Civil Engineering	2018	Yardi Prabhu Builders	2lac
2018-2019	Mandal Manojkumar Bekal	Civil Engineering	2018	KATHIRIYA INFRASTRUCTURE	2.5Lac
2018-2019	Patel Suhail Yunus	Civil Engineering	2018	PG Knfra Venture Pvt Ltd	1.8 Lac



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2018-2019	Pathan Samir Ishaque	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-2019	Patil Amol Sadanand	Civil Engineering	2018	Pughal Cordial	1.8 Lac
2018-2019	Qureshi Mohammed Youhanna Mohammed Mansur Ali	Civil Engineering	2018	SITE ENGINEER	1.8 Lac
2018-2019	Rathod Viral Pravinchandra	Civil Engineering	2018	Amisha Associates	2lac
2018-2019	Rayeen Mohd Javed Phool Hasan	Civil Engineering	2018	Amisha Associates	1.8 Lac
2018-2019	Sane Bhupendra Arun	Civil Engineering	2018	Rehan Prestressing	2.4 lac
2018-2019	Sankpal Sanket Dnyaneshwar	Civil Engineering	2018	Wemet Technologies	1.8 Lac
2018-2019	Savita Deepak Ramakant	Civil Engineering	2018	Wemet Technologies	1.8 Lac
2018-2019	Shaikh Mohd Faisal Mohd Habib	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-2019	Shaikh Musaddique Husain Anwar Husain	Civil Engineering	2018	Rehan Prestressing	1.8 Lac
2018-2019	Yadav Jeevaj Ramudgar	Civil Engineering	2018	In Solution Global Limited	1.8 Lac
2018-2019	Yadav Vinodkumar Haripati	Civil Engineering	2018	In Solution Global Limited	1.8 Lac
2018-2019	Anmol Kumari Goswami	Computer	2018	In Solution Global Limited	1.8 Lac
2018-2019	Pooja Shetty	Computer	2018	ContentStack India Pvt. Ltd	1.8 Lac



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2018-2019	AparnaBharti Pradhan	Computer	2018	Sanda Office Management Service	1.8 Lac
2018-2019	Kinjol Shah	Computer	2018	Wemet Technologies	1.8 Lac
2018-2019	Rinku Patil	Computer	2018	One Aim solution	1.8 Lac
2018-2019	Roshni Patil	Computer	2018	Cloves Infotech	1.8 Lac
2018-2019	Shaikh Arbaaz	Computer	2018	Capgemini Pvt Ltd	1.8 Lac
2018-2019	Devendra Rajput	Computer	2018	International Shareholder Servies	1.8 Lac
2018-2019	Mishra Aakash	Computer	2018	Noble Hygiene	1.8 Lac
2018-2019	BHagat Abhijeet	Computer	2018	Powerweive Software	1.8 Lac
2018-2019	Sangram Chauhan	Computer	2018	BookmyShow	1.8 Lac
2018-2019	Aman Rajput	Computer	2018	Rupeeseed	1.8 Lac
2018-2019	Khushboo Bharati	Computer	2018	Zero Solution	1.8 Lac
2018-2019	Ruqaiya Khan	Computer	2018	Creative 31 Minds	1.8 Lac
2018-2019	Khatri Usama	Computer	2018	Castle Craft ECommerce Pvt Ltd	1.8 Lac
2018-2019	Sunny S Kadam	Mechanical	2018	Self Employed	1.8 Lac
2018-2019	Monye Rehan Tahir Ali	Mechanical	2018	Merew / J group Roboticvs Pvtr ltd	1.56lac



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2018-2019	Madania Hasan Ali	Mechanical	2018	Niton Valves Pvt Ltd Ghatkopar	12K per annum
2018-2019	Rahat A Pathan	Mechanical	2018	Bank of America	1.8 Lac
2018-2019	Yash K Gupta	Mechanical	2018	Prolitic 3D Tech	1.8 Lac
2018-2019	Sumit S Kolte	Mechanical	2018	Mechanical Packaging Industry	1.8 Lac
2018-2019	Taj Pratap Gupta	Mechanical	2018	Star way Engine Pvt. Ltd.	1.8 Lac
2018-2019	Tamore Jidnesh	Mechanical	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Satyendra Yadav	Mechanical	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Visual Jaiswal	Mechanical	2018	Karamtara Engg	1.8 Lac
2018-2019	Deepak Kushwaha	Mechanical	2018	Swastik Furnace Pvt Ltd	1.8 Lac
2018-2019	Tarun Biswas	Mechanical	2018	Bebitz Flanges Pvt Ltd	1.8 Lac
2018-2019	Aifaz Khan	Mechanical	2018	Deep Infra	1.8 Lac
2018-2019	Piyush Koladiyq	Mechanical	2018	Agora Climate Control	1.8 Lac
2018-2019	Rahul Kansara	Mechanical	2018	Niton Valves, Ghatkopar	1.8 Lac
2018-2019	Khan Sameer	Mechanical	2018	Valtech Industries	1.8 Lac
2018-2019	Gaurav P Mishra	EXTC	2018	Acty System India Pvt.Ltd	1.8 Lac



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2018-2019	Ranakumar U Singh	EXTC	2018	Paramatrix Technologies Pvt.Ltd	1.8 Lac
2018-2019	Aakash Yadav	IT	2018	Paramatrix Technologies Pvt.Ltd	1.8 Lac
2018-2019	Nikhil Mate	IT	2018	Acty System India Pvt.Ltd	1.8 Lac
2018-2019	Bhavesh Kumavat	IT	2018	Atos Syntel	1.8 Lac
2018-2019	Yadav Umesh	IT	2018	Vanson Engg Pvt ltd	1.8 Lac
2018-2019	Vineet Vishvambhar	Mechanical	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Sameer Khan	Mechanical	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Sumit M Marchande	Mechanical	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Shaikh Hashir Iqbal	Mechanical	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Saqlain Sameer	Mechanical	2018	J group Robotics Pvtr ltd	1.56lac
2018-2019	Ansari Altaf Husain Mohammad Akram	Mechanical	2018	J Group Robotics	1.8 Lac
2018-2019	Ansari Arif Mukhtar	Mechanical	2018	J Group Robotics	2.1lac
2018-2019	Ansari Mohd Saad Zaki	Mechanical	2018	J Group Robotics	1.6 lac
2018-2019	Ansari Mohsin Abulhasan	Mechanical	2018	J Group Robotics	1.8lac
2018-2019	Ansari Yakub Tabarak	Mechanical	2018	J Group Robotics	1.8lac



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2018-2019	Bagwe Shubhendu Suhas	Mechanical	2018	Systematic Pvt Ltd	1.8lac
2018-2019	Bargir Huzefa Shaukat	Mechanical	2018	J Group Robotics	1.8lac
2018-2019	Biswas Tarun Chinmay	Mechanical	2018	J Group Robotics	1.8lac
2018-2019	Chaturvedi Roshan Digvijay	Mechanical	2018	Compass Group	1.8lac
2018-2019	Chaudhari Kaustubh Sanjay	Mechanical	2018	Star way Engine Pvt. Ltd.	2Lac
2018-2019	Chaudhary Mohd Umair Akbar Husain	Mechanical	2018	Merew / J group Robotivcs Pvtr ltd	1.8 Lac
2018-2019	Chaudhary Shafiullah Shamun	Mechanical	2018	Niton Valves Pvt Ltd Ghatkopar	2.2Lac
2018-2019	Dhaga Mohammad Sadique Gulam Haider	Mechanical	2018	Bank of America	2.2Lac
2018-2019	Dhekane Akshay Anil	Mechanical	2018	Prolitic 3D Tech	1.8 Lac
2018-2019	Dhinoja Yash Dilip	Mechanical	2018	Mechanical Packaging Industry	1.6 lac
2018-2019	Dongare Anand Santosh	Mechanical	2018	Star way Engine Pvt. Ltd.	1.8 Lac
2018-2019	Dubey Shubhamkumar Manoj	Mechanical	2018	Everest Kanto Cyl Ltd	1.8 Lac
2018-2019	Gajjar Tarak Nitin	Mechanical	2018	Everest Kanto Cyl Ltd	1.44Lac
2018-2019	Gaonkar Sahadev Rajesh	Mechanical	2018	Karamtara Engg	1.8 Lac
2018-2019	Gawade Sagar Suresh	Mechanical	2018	Swastik Furnace Pvt Ltd	1.8 Lac



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2018-2019	Giri Abhijeet Surendranath	Mechanical	2018	Deep Infra	1.6 lac
2018-2019	Gupta Rahul Anilkumar	Mechanical	2018	Agora Climate Control	1.8lac
2018-2019	Gupta Ravi Subhash	Mechanical	2018	Niton Valves, Ghatkopar	1.8lac
2018-2019	Gupta Suraj Premchand	Mechanical	2018	Valtech Industries	1.8lac
2018-2019	Gupta Tejpratap Premnath	Mechanical	2018	J group Robotics Pvtr ltd	1.8lac
2018-2019	Gupta Umeshchand Deepchand	Mechanical	2018	J group Robotics Pvtr ltd	1.8lac
2018-2019	Gupta Vishal Ravindradas	Mechanical	2018	J group Robotics Pvtr ltd	1.8lac
2018-2019	Gupta Yash Krishna	Mechanical	2018	J group Robotics Pvtr ltd	2Lac
2018-2019	Jaiswal Vishal Krishnachandra	Mechanical	2018	J group Robotics Pvtr ltd	1.8 Lac
2018-2019	Kadam Mohan Ganesh	Mechanical	2018	Bebitz Flanges Pvt Ltd	2.2Lac
2018-2019	Aasami Shoaib Mustak	CIVIL	2018	Rehan Prestressing	2.2Lac
2018-2019	Agrawal Deepak Kalicharan	CIVIL	2018	Sai Datta Teal Infra	1.8 Lac
2018-2019	Ansari Bilal Atique	CIVIL	2018	Yardi Prabhu Builders	1.6 lac
2018-2019	Bidaye Amar Lingo	CIVIL	2018	KATHIRIYA INFRASTRUCTURE	1.8 Lac



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2018-2019	Bind Mukeshkumar Subhashchand	CIVIL	2018	PG Knfra Venture Pvt Ltd	1.8 Lac
2018-2019	Daga Kartik Vijaykumar	CIVIL	2018	Pughal Cordial	1.44Lac
2018-2019	Dhumal Kaustubh Bhaskar	CIVIL	2018	Pughal Cordial	1.8 Lac
2018-2019	Ghag Aaditya Prمود	CIVIL	2018	SITE ENGINEER	1.8 Lac
2018-2019	Gupta Nitin Suryabali	CIVIL	2018	Amisha Associates	2.1lac
2018-2019	Husain Azhar Chedi	CIVIL	2018	Amisha Associates	1.6 lac
2018-2019	Jaiswal Chedilal Gangaprasad	CIVIL	2018	Rehan Prestressing	1.8lac
2018-2019	Julaha Md Tarique Md Saeed	CIVIL	2018	Wemet Technologies	1.8lac
2018-2019	Ansari Mohd Kasim Mohd Amin	ELECTRICAL	2018	Global Power Source group and company	1.8lac
2018-2019	Bharti Akash Kripashankar	ELECTRICAL	2018	Projexon Softtech	1.8lac
2018-2019	Bhatkar Mohnish Dattatraya	ELECTRICAL	2018	Grade Electricals Pvt Ltd	1.8lac
2018-2019	Chavda Jaymeen Jayesh	ELECTRICAL	2018	Scrane Engg Works	1.8lac
2018-2019	Desai Abhishek Navin	ELECTRICAL	2018	Zenith Dye intermediate Ltd	2Lac
2018-2019	Dmello Rocksun Ronald	ELECTRICAL	2018	Troup Technology Pvt Ltd	1.8 Lac
2018-2019	Farooqui Faizanulhaque Abdulhaque	ELECTRICAL	2018	Goel Power	2.2Lac



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Approved by AICTE (New Delhi), Government of Maharashtra & DTE, Affiliated to University of Mumbai & MSBTE, Estd. 2009
NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

Tel.: (02525) 284 909 • Fax : (02525) 284 927 • Email : info@theemcoe.org • Website : www.theemcoe.org

2018-2019	Gawas Mayuresh Lawoo	ELECTRICAL	2018	Kone Elevator	2.2Lac
2018-2019	Ghadigaonkar Akshay Anant	ELECTRICAL	2018	Pace Electrical Maintenance	1.8 Lac
2018-2019	Ghatge Pratik Raosaheb	ELECTRICAL	2018	Family Business	1.6 lac
2018-2019	Gupta Ajay Surendra	ELECTRICAL	2018	Waves Engineering	1.8 Lac
2018-2019	Hafizjee Ibrahim Taiyeb	ELECTRICAL	2018	Falcon Techno Project	1.8 Lac
2018-2019	Ingale Megha Ajaysing	ELECTRICAL	2018	Siemens	1.44Lac
2018-2019	Kadam Chetan Mahesh	ELECTRICAL	2018	SRM Viraj	1.8 Lac
2018-2019	Kaliya Mujjafar Sultan	ELECTRICAL	2018	Salco Extruction	1.8 Lac
2018-2019	Amare Vrushank Rajesh	AUTOMOBILE	2018	Karamtara Engg (G.E.T)	2.1lac
2018-2019	Ansari Shahbaz Siraj	AUTOMOBILE	2018	Chandan Steel Ltd (G.E.T Planning)	1.6 lac
2018-2019	Chate Subodh Nandkishor	AUTOMOBILE	2018	Emmanuel Auto (Assistant Mechanic)	1.8lac
2018-2019	Devrukhkar Aditya Ashok	AUTOMOBILE	2018	Sodexo (supervisor)	1.8lac
2018-2019	Ghadi Amit Vijay	AUTOMOBILE	2018	Mahindra & Mahindra (Quality Assurance)	1.8lac
2018-2019	Haidery Mohammed Murtuza	AUTOMOBILE	2018	Sai Service (Service Advisor)	1.8lac
2018-2019	Ithape Chetan Navnath	AUTOMOBILE	2018	Lakozy Toyota (Sales consultant)	1.8lac



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2018-2019	Kadam Aniket Durgesh	AUTOMOBILE	2018	J.K Files India Ltd (Quality Incharge)	1.8lac
2018-2019	Kakdiya Haresh Nathabhai	AUTOMOBILE	2018	Aquene Auto (Internship)	2Lac
2018-2019	Kale Himesh Jitendra	AUTOMOBILE	2018	Aquene Auto (Internship)	1.8 Lac
2018-2019	Kalekar Neil Vishwanath	AUTOMOBILE	2018	Hako Indian Pvt Ltd (Service engineer)	2.2Lac
2018-2019	Mantry Nikhil Vikas	AUTOMOBILE	2018	Hako Indian Pvt Ltd (Sales Engineer)	2.2Lac
2018-2019	Mirkar Adwait Abhay	AUTOMOBILE	2018	M R Construction Company	1.6 lac
2018-2019	Momin Fareez Sohail Ahmad	AUTOMOBILE	2018	Lupin	1.8 Lac
2018-2019	Naik Omkar Tukaram	AUTOMOBILE	2018	Arti Drugs	1.8 Lac



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Students Progressing to Higher Education :

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2018-2019	Joad Mohammed Sohail Wajid Ali	CIVIL	2018	AMITY UNIVERSITY MUMBAI	MBA(CPM)



INTEGRATED
PERSONNEL
SERVICES PVT. LTD.

Welcome Letter

To,
MR.AADIL ZAKIR ALI KHAN
MUMBAI

Dear MR.AADIL ZAKIR ALI KHAN,

Congratulations and welcome to IPSPL family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope that this would be a long and mutually beneficial association.

We will do our best to help you to be a productive member of the IPSPL family through our various orientations and depute connect program. In this direction, we have created some exclusive facilities for you, to stay connected and be heard.

IPSPL Help Desk is another additional facility for you to have all your queries addressed. This facility is currently available Monday to Friday, 9.30 am to 6.30 pm. You may contact the Help Desk through one of the three methods below.


Call us at 022-42300271 or 08898061359

Send an email to shailendra.mishra@ipsgroup.co.in & amey.wagre@ipsgroup.co.in

As a new entrant, we would like you to whole-heartedly internalize and uphold the Mission of IPSPL:
To emerge as HR services provider of global repute, anchored on values of growth, dignity, transparency, and diversity.

We are looking forward to a long-term relationship and your success.
For queries please call us at Help Desk 022- 42300200

For Integrated Personnel Services Pvt. Ltd.


Authorized Signatory





INTEGRATED
PERSONNEL
SERVICES PVT. LTD.

Date: 05/09/2017
Emp. Code – IPRLMU0114
MR.AADIL ZAKIR ALI KHAN
MUMBAI

Dear MR.AADIL ZAKIR ALI KHAN

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to extend your contract with us as ENGINEER for a fixed period of employment, on the following terms and conditions:

1. Your contract shall be valid for a period of 12 months from the joining date 05/09/2017 notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as necessary depending upon the exigencies relatable to the work for which you are being engaged. In that event, the Company shall in writing extend your temporary assignment on the terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our client's company to do work pertaining to or incidental to the clients business.
4. You will be entitled to an employer's contribution of Provident Fund.
5. You will be eligible for leaves as per the company policy during the period of your contract of employment.
6. This contract shall be terminable by either party giving one month's notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the IPSPS family. As a new entrant, we would like you to whole-heartedly contribute in this process.

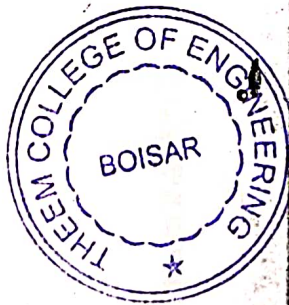
As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,

Yours truly,

For Integrated Personnel Services Pvt. Ltd.


Authorized Signatory



Accepted by

Designation – ENGINEER

Signature – MR.AADIL ZAKIR ALI KHAN

Date: 05/09/2017
Emp. Code – IPRLMU0114
MR.AADIL ZAKIR ALI KHAN
MUMBAI



Dear MR.AADIL ZAKIR ALI KHAN,

Letter of Deputation

Future to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to **Reliance Corporate IT park Ltd.** with effect from 05/09/2017 and conditioned of your deputation will be as follows:

You will, with effect from 05/09/2017 be required to work at our client's office/ premises at any of their locations.

7. During the tenure of the deputation, you will continue to be an employee of Integrated Personnel Services Pvt. Ltd. You will not be a company employee and will not through this agreement or your services be entitled to participate in or receive any benefits or right under any company employee benefit or welfare plans.

In the day to day functioning or carrying out all responsibilities, you will receive instructions from **Reliance Corporate IT park Ltd.** and will undertake abide by any suggestions, etc. given by any assigned person(s). You shall also undergo training in India or abroad, and is so sponsored by the company; the employee would be required to sign a separate agreement.

9. You shall be bound to follow the working hours of **Reliance Corporate IT park Ltd.** You will be faithful to the Company in all matters and you will not at any time without the writing consent of the Managing Director disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans, administration or research carried out whether the same may be confided to you or become known to you in course of your service or otherwise

10. During your employment with us, you will be liable for transfer at any time from one section/department/unit/establishment to another. This could be in India or abroad, forming part of our organization/group without any change in terms and conditions of the employment at the sole discretion of the management.

11. You will not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity. You will not violate any law or obligations with any continuing interests or obligations you may with current or prior employers. During performance under the agreement you will avoid any other activities that would present a conflict of interest regarding such performance.

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

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

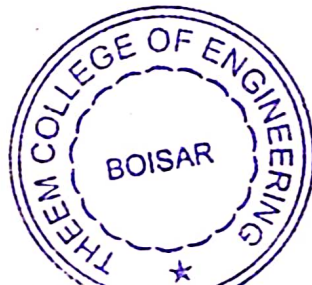
Please sign the duplicate copy of this letter and return to us.

With warm regards,

Yours truly,

For Integrated Personnel Services Pvt. Ltd.

Authorized Signatory



Accepted by

Designation – ENGINEER

Name – MR.AADIL ZAKIR ALI KHAN

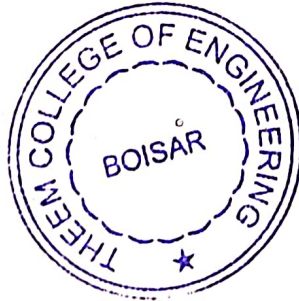


INTEGRATED
PERSONNEL
SERVICES PVT. LTD.

Name	MR.AADIL ZAKIR ALI KHAN
Code	IPRLMU0114
Branch	MUMBAI
Designation	<u>ENGINEER</u>
Basic	17000
Other Allowance	0
TOTAL GROSS	17000
Deductions :	
PROV. FUND	2040
E.S.I.C	298
Other Deduction	878
P. Tax	200
TOTAL DEDUCTION	3416
Bonus	1416
Monthly Take Home	15000
Employer Cont.	
	2236
P.F Contribution	0
Tools & PPE	808
E.S.I.C	3044
Total Empr contribution	
	20582
Cost To Company p.m.	

For Integrated Personnel Services Pvt. Ltd.

Authorized Signatory



Accepted by

Designation - ENGINEER

Name - MR.AADIL ZAKIR ALI KHAN

Registered Office : 14, Whispering Palms Shopping Centre, Lokhandwala Complex, Kandivali (East), Mumbai - 400101. (India)
Tel.: 022-42300200 • E-mail : coordinator@ipsgroup.co.in • Website : www.ipsgroup.co.in

Branch Offices : Ahmedabad - Bangalore - Chennai - Delhi - Jaipur - Kolkatta - Pune - Hyderabad



Offer: Computer Consultancy
Ref: TCSSL/DT20184473240/Mumbai
Date: 09/10/2018

Mr. Tanmay Surjyakanta Sarkar
Flat No.-B-206, Anant Apartment-1(K-1/2), Ostwal Road,
Opposite Ganapati Mandir,
Palghar-401501,
Maharashtra.
Tel# 91-8149341387

Dear Tanmay Surjyakanta Sarkar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential
TCSSL/DT20184473240

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Ref: S&WCONT/O&M/Indiabulls DLU/FY 18-19/3107

Date: 17-Oct-2018

To
Mr. Farooq Shalkh
Mumbai

Sub.: Offer letter

Dear Mr. Farooq

We are pleased to inform that you have been selected as "Engineer" on contract employee basis for Indiabulls BLU site.

Your monthly gross salary will be Rs.25000/-

Your date of joining will be with effect from 17-Oct-2018 on or before.

Kindly submit supporting documents of your educational qualifications, experience certificates, relieving copy of earlier employer, Pan Card copy, residence proof, two photographs while joining. Your formal contract letter will be issued to you within a month of your joining.

Looking forward for your association with Sterling & Wilson family.

Kindly sign a duplicate letter as a token of your acceptance of this letter and return the same for our records. long term association with Sterling & Wilson family.

For Sterling and Wilson Pvt. Ltd.,

Authorized Signatory



Sterling and Wilson Private Limited

Associates of: Shapoorji Pallonji and Company Private Limited

Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai - 400 041
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

To,

Aakash Yadav
Jan Seva Samiti, Gandhi Nagar, Lalji Pada, Kandivali
400067

Ref No: PTPL / HR /OL / 2018-19/ 44

Date: 24/10/2018

Sub: Offer Letter

Dear Aakash,

Congratulations! We are pleased to inform you that you have cleared the relevant tests and interviews conducted during our campus recruitment drive; and hence, we offer you a position in Paramatrix Technologies Pvt. Ltd. (hereinafter also referred to as "the Company" or "Paramatrix") with the designation of Trainee Software Engineer. We heartily welcome you to the Paramatrix family.

We request you to read the contents of this offer letter and accompanying annexure/s carefully. Should you require any further clarifications, please contact us at hr@paramatrix.com. A few important points which require your special attention are given below.

- **Date of Joining:**
You are requested to join Paramatrix on 01/07/2019. Please note that company will solely reserve the right to make any changes in the date of joining, which will be intimated to you accordingly.
- **Location of Initial Reporting:**
The location of your initial reporting and training will be Paramatrix Technologies Private Limited, E-102, First Floor, Sanpada Railway Station Complex, Sanpada, Navi Mumbai - 400705, Maharashtra, India

Confidential



1 | Page

AGAR @ Meek offer letter

NEWTEC PRO MFG. PVT. LTD.

Newtec 

Offer Letter

Name :- Priyanka Mishra
Address :- Virar
Maharashtra

Date: - 25/12/2018

Dear Priyanka,

We are pleased to offer you an appointment in our organization as Quality Control and Quality Assurance Executive with effect from 26/12/2018. You will be based in our Palghar Factory.

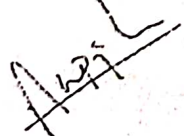
Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Our offer is contingent upon satisfactory evidence and verification of your credentials.

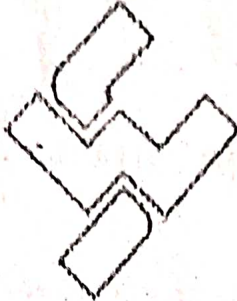
- | | |
|-------------------------------|-------------------------------|
| 1. Educational Qualification | - (Original with photo copy) |
| 2. Previous Employment Letter | - (-do-) |
| 3. Passport & PAN Card | - (-do-) |

Please sign and return duplicate copy of this letter in token of your acceptance.

Yours truly,
For Newtec Pro Pvt. Ltd.

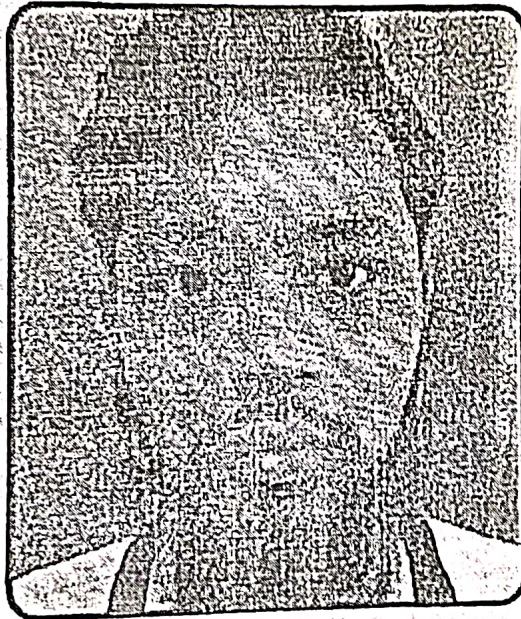

Akshay Panjabi
Managlng Director





STERLING AND WILSON PVT LIMITED

Associates of : Shapoorji Pallonji & Co. Ltd.



NAME: FAROOQUE MUSA SHAIKH

SITE: Indiabulls Blu

EMP NO: MUM/1388

Issuing Authority



Date: 26th February, 2019

To,
Mr. Nikhil Mate,
nikhilmate2112@gmail.com
Mobile No: 9765086901

Subject: Offer Letter

Dear Mr. Nikhil Mate,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of "Programmer" in our organization.

We expect you to join on 03rd June, 2019 Monday, at Mumbai location. (Office Address)
Mumbai Office- Acty System India Pvt.Ltd A-602, Lotus Corporate Park, Graham firth
Steel compound, Off western express highway, Goregaon (east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 20,000/- per month. After 6 months on confirmation, bonus part would be added in your CTC and will be calculated on pro- rata basis. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2020.

The above offer is valid only till 28th February, 2019

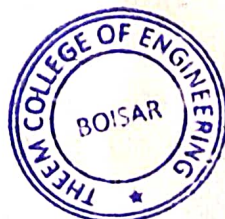
Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Yours sincerely,
For Acty System India Pvt. Ltd.

Tarun Shah
(Authorised Signatory)
(Vice President – Corporate Head)

(Candidate's Signature)



Date: 10th April 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Bhavesh Punaram Kumavat,
Syntellect ID: SBE1931257

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

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

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent



from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

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

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

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

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Head - Global Recruitment

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

Signature

Encl: Annexure



ANNEXURE A

SALARY DISTRIBUTION

Name : Bhavesh Punaram Kumavat			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	<u>%</u>	Monthly	Yearly
Basic Pay (A)	<u>40%</u>	9,033	108,400
HRA (B)	<u>50%</u>	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	<u>100%</u>	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000



ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC





2019/EMP/RS16136

Date: 17th June, 2019.

SUB: Offer Letter

Dear Mr. Mayur Kadam

We refer to your recent discussions with us and are pleased to offer you the position of **Software Developer- Trainee**

The position will be based at Mumbai.

Probation/ Confirmation:

You will be on probation for a period of **6 months** starting **17th June 2019**.

You shall be entitled to salary of **Rs. 1, 22,400/-** per annum (**Rupees One Lakh Twenty Two Thousand Four Hundred only**) all inclusive

There would be a standard deduction of Professional Tax of **Rs. 2,500/-** per annum (**Rupees Two thousand five hundred only**) as per Professional Tax Act.

There is a bond period of two years as agreed by you.

Performance Appraisal:

Your performance shall be appraised every year on 1st April (post confirmation).

Duties and Responsibilities:

You shall be responsible for the following:

1. Managing the delivery of various applications
2. Interacting with clients and hassle free release to go live of various applications
3. Understanding various products and giving demo of the same
4. Orientation and training of new joiness regarding various products and capital markets
5. Participate and clear various exam of capital markets conducted by NISM
6. Proposing new products and solutions for betterment of application
7. Write and maintain product documentation.
8. Maintain confidentiality with regard to the information being processed, stored or accessed.
9. Document programming problems and resolutions for future reference.

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



10. Provide on-the-job training to new department staff members
11. Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks.
12. Accomplishes department and organization mission by completing assigned tasks as needed

Code of Conduct:

The Company expects you to work with high standard of initiative, efficiency and economy. You are expected to strictly follow the various Company policies.

You shall never divulge nor give out information to any unauthorized person during the period of your service or even otherwise, any information about the company about the services, technical knowhow, security Arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee.

You will be governed by the general policies of the company with regards to leave and other Administrative matters that may come in force from time to time.

You will agree not to take up any other assignments during the employment period. Even after disassociating with us, you will not take any assignments with our partners, customers or any competitors for a period of at least 1 year after separation.

Your working hours will be 9:00 hrs to 18:00 hrs. The dress code the company adheres to is Business Casuals.

Resignation and Bond Period

There will be a bond period of two years for which you are expected to work in the company.

There will be a notice period of three months if you wish to resign from company post completion of bond period. Any performance incentive paid in advance needs to be refunded in the event of resigning mid-term before completing the mandatory 2 years period.

Bond period clause will not be applicable if you are terminated for performance related issues or any other matter.

Please sign and return one copy of this letter as a token of your acceptance of the terms and conditions embodied therein.

We welcome you to our team for a long, successful and mutually rewarding relationship.
With all good wishes,

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



Yours Sincerely,
Sd/-
Sandeep Manoharan

Director

This offer is subject to satisfactorily clearing the reference checks and joining formalities/ documentation as mentioned below.

At the time of joining, please submit copies of the following documents, and produce originals wherever required:

- Aadhar Card.
- PAN copy.
- 2 Photos





Dear Sir



This is Abhishek Shaji Ezhava I accept the offer and I'll be joining from 19th June 2019 on Wednesday 11:00 am .

Thankyou for the opportunity.

On Mon 10 Jun, 2019, 3:12 PM Rahul Jana, <rahul.jana@raweng.com> wrote:

Dear Candidate,

With reference to your application and subsequent interview with us, we are glad to inform you that you have been selected for the position of a **Trainee with Raw Engineering India Pvt Ltd & Contentstack India Pvt Ltd.**

You are required to commence work on **19th June 2019 i.e Wednesday at 11.00AM.**

Kindly reply to this email as formal acceptance.

—

Regards,

Rahul Jana | Talent Acquisition Manager
Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 |











3/5/24, 12:16 PM

Fwd: [FabSolTek LLP][Job Call]: Joining Call for Engineering / Design / Production / QC - hod_extc@theemcoe.org - THEEM ...

 Gmail

 Search in mail

-  Compose
-  Mail
-  Inbox 72
-  Starred
-  Snoozed
-  Sent
-  Drafts 16
-  More

Labels

Fwd: [FabSolTek LLP][Job Call]: Joining Call for Engineering / Design / I

External Inbox x

Shreyoshi Roy <shreyoshiroy5@gmail.com>
to me

Mar 4, 2024, 1

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

From: Ashwin Kakotar <enquiry.fabsol@gmail.com>

Date: Tue, Jun 4, 2019, 6:39 PM

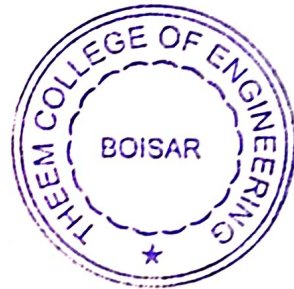
Subject: [FabSolTek LLP][Job Call]: Joining Call for Engineering / Design / Production / QC

To:

Dear Candidates,

Thank you for selecting FabSolTek LLP. This mail is joining call for Engineering / Design / Production / QC in Electrical , engineering field. Your joining date will be 20th June 2019, Time: 10:00 AM at our office

FabSolTek LLP
309, Richa Industrial Estate,
Off New Link Road, Opposite City Mall,
Andheri West, Mumbai,
Maharashtra,



12:18 PM

Fwd: [FabSolTek LLP][Job Call]: Joining Call for Engineering / Design / Production / QC - hod_extc@theemcoe.org - THEEM ...

M Gmail

Q Search in mail



Compose



Inbox

72

Starred

Snoozed

Sent

Drafts

16

More

Labels

Dear Candidates,

Thank you for selecting FabSolTek LLP. This mail is joining call for Engineering / Design / Production / QC in Electrical , engineering field. Your joining date will be 20th June 2019, Time: 10.00 AM at our office

FabSolTek LLP
309, Richa Industrial Estate,
Off New Link Road, Opposite City Mall,
Andheri West, Mumbai,
Maharashtra,
India, PIN: 400053

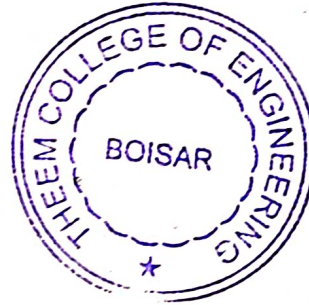
As a join formalities you have to come with completely filled documents as attached in given mail. You have to complete

- 1-FabSolTek-EmployeeDetailForm
- 2-FabSolTek-MedicalFitnessLetter(Pre-employment) - Sign and stamp of doctor.

Requesting you to provide conformation of your joining accepting reverting this mail. For any support contact us.

-

Thanks & Regards,
Ashwin V. Kalkotkar
FabSolTek LLP
309, Richa Industrial Estate,
Off New Link Road, Opposite City Mall,
Andheri West, Mumbai,
Maharashtra



Higher education



Hochschule
University of
Applied Sciences

bbw Hochschule □ Leibnizstraße 11 – 13 □ 10625 Berlin

Mr.
Ajmal Sajid Shaikh
Room No.9, Suraiya Yakub Shaikh Chawl,
Gauthan RD, Somwar Bazar, Malad West,
Mumbai
400064 Maharashtra
India

bbw Hochschule

Leibnizstraße 11 – 13
10625 Berlin

Tel.: 0800 0800229
Fax: 030 3199095-55
info@bbw-hochschule.de

www.bbw-hochschule.de

Rektor
Prof. Dr.-Ing. Gebhard Hafer

Studienleitung
Prof. Dr. Alexander Bülow

Kanzlerin
Heide Traemann

04/02/2019

CONFIRMATION OF REGISTRATION

Your registration from 25/01/2019 to study at the bbw University of Applied Sciences

Dear Mr. Shaikh,

Thank you for your registration from 25/01/2019 to study the full-time degree program International Technology Transfer Management with the internationally recognized degree "Master of Science" in Berlin. The confirmation of registration from 16/01/2019 and the provisional admission from 29/01/2019 both for International Technology Transfer Management starting on 01/04/2019 are losing hereby their validity.

Arriving in Germany, you will receive a final admission by submitting the original study contract, your bachelor certificate, bachelor credentials, English language skills certificate, health insurance certificate, your passport or ID and your visa/proof of residence (all originals) to bbw University.

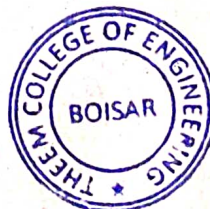
Not later than four weeks before the beginning of the study course on 01/10/2019, we can decide whether the required number of participants was achieved in order for the bbw University to start the study course. You will then receive a binding approval notification.

If you have any further questions, please do not hesitate to ask.

With kind regards
bbw Hochschule

K. Stahr

Katharina Stahr
Head of Registrar's Office / Student Service Center



Deutsche Kreditbank AG
BIZ 120 300 00
Konto 10119346

bbw Hochschule in Trägerschaft der bbw Akademie
für Betriebswirtschaftliche Weiterbildung GmbH
Geschäftsführer

Amtsgericht
Berlin-Charlottenburg





Information - Fee Structure

For the Master program International Technology Transfer Management at bbw University of Applied Sciences

For the participation in the full-time study International Technology Transfer Management with the internationally recognized degree „Master of Science“, we charge for the time period 01.10.2019 – 30.09.2021 the amount of

13,900.00 Euros

The full amount has to be paid in 4 instalments:

1. Instalment of 3,475.00 Euros due by September 15th 2019
2. Instalment of 3,475.00 Euros due by March 15th 2020
3. Instalment of 3,475.00 Euros due by September 15th 2020
4. Instalment of 3,475.00 Euros due by March 15th 2021

OR

The full amount of 13,900.00 Euros can be paid before the start of the course, by September 15th 2019.

Please note: This is not an invoice! The invoice will be sent separately with your enrollment documents. The enrollment letter won't be send before August 2019 for the upcoming winter semester starting on 01/10/2019.

Information – Living Expenses

Living expenses for a student in Berlin are min. 24,000.00 EUR for 24 months, including rent (of about 500 Euros per month), health insurance (about 80 Euros per month), and transportation (about 60 Euros per month). Study fees are not included.

Right of cancellation

You may cancel the study course contract in writing (o.g. letter, fax, email) within two weeks without giving reason. The period of cancellation begins at the day you receive our registration confirmation. In order to comply with this cancellation period, you must give notice of cancellation in good time. Notice of cancellation must be addressed to: bbw Hochschule, Leibnizstraße 11 – 13, 10625 Berlin, Germany
Tel.: 0800 0800229 Fax: 030 3109006-55
E-Mail: info@bbw-hochschule.de
The study course contract becomes invalid on cancellation.

Deutsche Kreditbank AG
BLZ: 250 390 00
Konto: 19 11 03 16
BIC: 25040033
IBAN: DE20 2503 0000 0001 1911 0316

bbw Hochschule in Trägerschaft der bbw Akademie
für Betriebswirtschaftliche Weiterbildung GmbH
Geschäftsführer
Dr. Andreas Fomer, Kerstin Kell



Amtsgericht
Berlin-Charlottenburg
HRB 35757
USt-IdNr. DE137209117





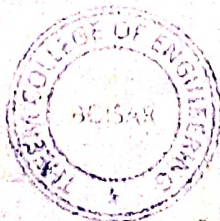
AMITY UNIVERSITY

MUMBAI



an Joad Mohammed Sohail Wajid Ali
MBA (CPM)
2019-2021

[Handwritten signature]



[Handwritten signature]

Issuing Authority

Holder's Signature