

Strictly Private and Confidential

5th Dec 2019

Reference No: BTPL/0117/2019

Mr. Jay Kapadia,
Pune

Dear Jay,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** (the “**Company**”) through this pre-placement offer letter (the “**Pre-Placement Letter**”). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lien or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the aforementioned conditions, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 10,000/-**. This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during the period of Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **Jan or Jun 2020** or such earlier date as agreed between you and the Company and shall by default expire on **Jun or Dec 2020** (“**Internship**”). If required, the Company may choose to extend this term at its sole discretion.

3. Hours of Work

- a. You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any and all Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protectable under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protectable under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protectable under trade secret laws), and all other subject matter protectable under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or thereafter, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any and all technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.
- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment in the event that:
 - i. You are guilty of serious misconduct;
 - ii. You breach any fundamental term or condition of your Internship;
 - iii. You intentionally disobey a lawful and reasonable direction of the Company; or
 - iv. You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

- a. You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,

Yours faithfully,
For **Blazeclan Technologies Private Limited**



Ilham Mulla
Head – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: _____

Signature: _____

Place: _____

Date: _____

Strictly Private and Confidential

5th Dec 2019

Reference No: BTPL/0115/2019

Mr. Kshitij Narvekar,
Pune

Dear Kshitij,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** (the “**Company**”) through this pre-placement offer letter (the “**Pre-Placement Letter**”). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lien or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the aforementioned conditions, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 10,000/-**. This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during the period of Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **Jan or Jun 2020** or such earlier date as agreed between you and the Company and shall by default expire on **Jun or Dec 2020** (“**Internship**”). If required, the Company may choose to extend this term at its sole discretion.

3. Hours of Work

- a. You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any and all Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protectable under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protectable under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protectable under trade secret laws), and all other subject matter protectable under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or thereafter, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any and all technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.
- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment in the event that:
 - i. You are guilty of serious misconduct;
 - ii. You breach any fundamental term or condition of your Internship;
 - iii. You intentionally disobey a lawful and reasonable direction of the Company; or
 - iv. You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

- a. You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,

Yours faithfully,
For **Blazeclan Technologies Private Limited**



Ilham Mulla
Head – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: _____

Signature: _____

Place: _____

Date: _____

Strictly Private and Confidential

5th Dec 2019

Reference No: BTPL/0116/2019

Mr. Priyanshu kumar Jha,
Pune

Dear Priyanshu,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** (the “**Company**”) through this pre-placement offer letter (the “**Pre-Placement Letter**”). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lien or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the aforementioned conditions, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 10,000/-**. This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during the period of Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **Jan or Jun 2020** or such earlier date as agreed between you and the Company and shall by default expire on **Jun or Dec 2020** (“**Internship**”). If required, the Company may choose to extend this term at its sole discretion.

3. Hours of Work

- a. You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any and all Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protectable under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protectable under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protectable under trade secret laws), and all other subject matter protectable under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or thereafter, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any and all technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.
- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment in the event that:
 - i. You are guilty of serious misconduct;
 - ii. You breach any fundamental term or condition of your Internship;
 - iii. You intentionally disobey a lawful and reasonable direction of the Company; or
 - iv. You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

- a. You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands cancelled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,

Yours faithfully,
For **Blazeclan Technologies Private Limited**



Ilham Mulla
Head – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: _____

Signature: _____

Place: _____

Date: _____

Ref No.:Jul 20/TECH/Tech-Plat/9

Date:23-Jul-2020

To Ms. Janhavi Pravinrao Gohad
Ganeshpur ward no. 1 Ashti Wardha Ashti Maharashtra 442202

Subject: Internship Letter

Dear Ms. Janhavi Pravinrao Gohad,

With reference to your application for internship, we are pleased to inform you that you have been selected for the internship program with **ElasticRun** based at **Pune**. Your internship is scheduled to begin with effect from **27-Jul-2020** to conclude by **26-Oct-2020**.

During your internship you will be paid a stipend of **Rs.25,000.00 (Rupees Twenty Five Thousand only.)** per month, subject to TDS deduction as per Government laws.

Apart from your stipend, you will not be eligible to receive any benefits from the organization whatsoever. The internship will not result in or construe to permanent employment with the organization.

Looking forward to have you onboard.

Thank You,

For ElasticRun



Authorized Signatory





FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR0098664/P/SH/22-JAN-20

To:

Anuja Anil Patil,
Pune.

Subject: Offer of Employment

Dear Anuja Anil Patil,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

India Title	IT Trainee
Global Title	IT Trainee - L1
Grade	F0
Location	Full time at Pune
Probation Period	12 Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	1 st July 2020

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost to Company	: Rs. 521,778

Quarterly Incentive Performance Plan payout will be as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Amol Gupta
Regional TPO Lead – India & Philippines

*I, **Anuja Anil Patil**, hereby agree to the terms and conditions stated above and will join on or before **1st July 2020**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Anuja Anil Patil
Designation	IT Trainee

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	38,760	465,116
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000
<u>ANNUAL BENEFITS</u>		
Benefit Particulars		Amount (PA)
Gratuity (As per payment of Gratuity Act)		8,953
Premium paid by the employer for Group Health Medical Insurance**		12,570
Premium paid by the employer for Accident Insurance policy		255
COST TO COMPANY (CTC)		521,778
* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.		
Taxes and other statutory deductions/payments as per applicable law.		
** To know your eligibilities for Group Health Medical Insurance, please refer to the policy		
^ Please refer to FBP Policy for details		
Your compensation can be restructured at any time protecting Total Compensation (TC)		
All salary components are governed by the company policies and statutory guidelines		
This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager		



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR0098664/P/SH/22-JAN-20

To:

Himanshu Satish Pise,
Pune.

Subject: Offer of Employment

Dear Himanshu Satish Pise,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

India Title	IT Trainee
Global Title	IT Trainee - L1
Grade	F0
Location	Full time at Pune
Probation Period	12 Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	1 st July 2020

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost to Company	: Rs. 521,778

Quarterly Incentive Performance Plan payout will be as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Amol Gupta
Regional TPO Lead – India & Philippines

*I, **Himanshu Satish Pise**, hereby agree to the terms and conditions stated above and will join on or before **1st July 2020**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Himanshu Satish Pise
Designation	IT Trainee

Compensation Breakup:

ANNEXURE - Compensation and Benefits		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	38,760	465,116
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000
ANNUAL BENEFITS		
Benefit Particulars		Amount (PA)
Gratuity (As per payment of Gratuity Act)		8,953
Premium paid by the employer for Group Health Medical Insurance**		12,570
Premium paid by the employer for Accident Insurance policy		255
COST TO COMPANY (CTC)		521,778
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>^ Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		

04th February 2020

Aditya Armal

Pune

Dear Aditya,

Welcome to the IntellyZen Family! We are pleased to offer you the position of “**Junior cloud Engineer (Trainee)**” in our organisation. The terms and conditions of the offer are given below.

1. Your initial place of posting is **Pune**.
2. You are expected to join as early as possible as and not later than **15th-June-2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. The Business Hours begin from **10:00 AM** onwards.
3. You will be on probation and Internship for a period of six (06) months. Based on the six-monthly assessments, your services will be confirmed.
4. This offer of appointment is conditional and subject to your clearance of the **Reference Checks and Background Verification**.
5. This is not a regular offer of appointment but a letter of intent. This Letter shall not be treated as exhaustive agreement of employment between the Company and You; and you will be under obligation to execute an Employment Agreement (Appointment Letter), which will be provided on your date of Joining.
6. Please submit the following at the time of your joining, failing which your offer letter stands cancelled.
 - a. Documentary evidence of date of birth (PAN Card/Aadhar Card/Voter id).
 - b. Attested copy of all Educational Qualifications (SSC, HSC, Degree/Diploma/ Certificate of proficiency, if considered for the offer)
 - c. Four Passport size photographs with white background only (mandatory).

Please Note: the above documents are mandatory to be submitted at the time of joining. In the event of any non-compliance, Company may extend the validity of this Offer or rescind the Offer in totality at its sole discretion.

7. The Compensation and Benefits structure applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the uttermost seriousness.

Please return the duplicate copy of this letter duly signed/ via your personal email id indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with IntellyZen and hope you will have a fruitful and successful career with us.

Your sincerely,

For IntellyZen Solutions LLP,



Prasad Shitole

Co-Founder | Solution Architect

Annexure A

Monthly Stipend	8000 INR / Month
Deductions	175 INR (Professional Tax)
Total in hand Stipend	7825 INR

04th February 2020

Tushar Kurjekar
Pune

Dear **Tushar**,

Welcome to the IntellyZen Family! We are pleased to offer you the position of “**Junior cloud Engineer (Trainee)**” in our organisation. The terms and conditions of the offer are given below.

1. Your initial place of posting is **Pune**.
2. You are expected to join as early as possible as and not later than **15th-June-2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. The Business Hours begin from **10:00 AM** onwards.
3. You will be on probation and Internship for a period of six (06) months. Based on the six-monthly assessments, your services will be confirmed.
4. This offer of appointment is conditional and subject to your clearance of the **Reference Checks and Background Verification**.
5. This is not a regular offer of appointment but a letter of intent. This Letter shall not be treated as exhaustive agreement of employment between the Company and You; and you will be under obligation to execute an Employment Agreement (Appointment Letter), which will be provided on your date of Joining.
6. Please submit the following at the time of your joining, failing which your offer letter stands cancelled.
 - a. Documentary evidence of date of birth (PAN Card/Aadhar Card/Voter id).
 - b. Attested copy of all Educational Qualifications (SSC, HSC, Degree/Diploma/ Certificate of proficiency, if considered for the offer)
 - c. Four Passport size photographs with white background only (mandatory).

Please Note: the above documents are mandatory to be submitted at the time of joining. In the event of any non-compliance, Company may extend the validity of this Offer or rescind the Offer in totality at its sole discretion.

7. The Compensation and Benefits structure applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the uttermost seriousness.

Please return the duplicate copy of this letter duly signed/ via your personal email id indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with IntellyZen and hope you will have a fruitful and successful career with us.

Your sincerely,

For IntellyZen Solutions LLP,



Prasad Shitole

Co-Founder | Solution Architect

Annexure A

Monthly Stipend	8000 INR / Month
Deductions	175 INR (Professional Tax)
Total in hand Stipend	7825 INR

Fwd: IBM Selects - Associate System Engineer - International Institute of Information Technology, Pune

1 message

Placement Dept. <placements@isquareit.edu.in>

To: becomp@students.isquareit.edu.in, beit@students.isquareit.edu.in, beetc@students.isquareit.edu.in

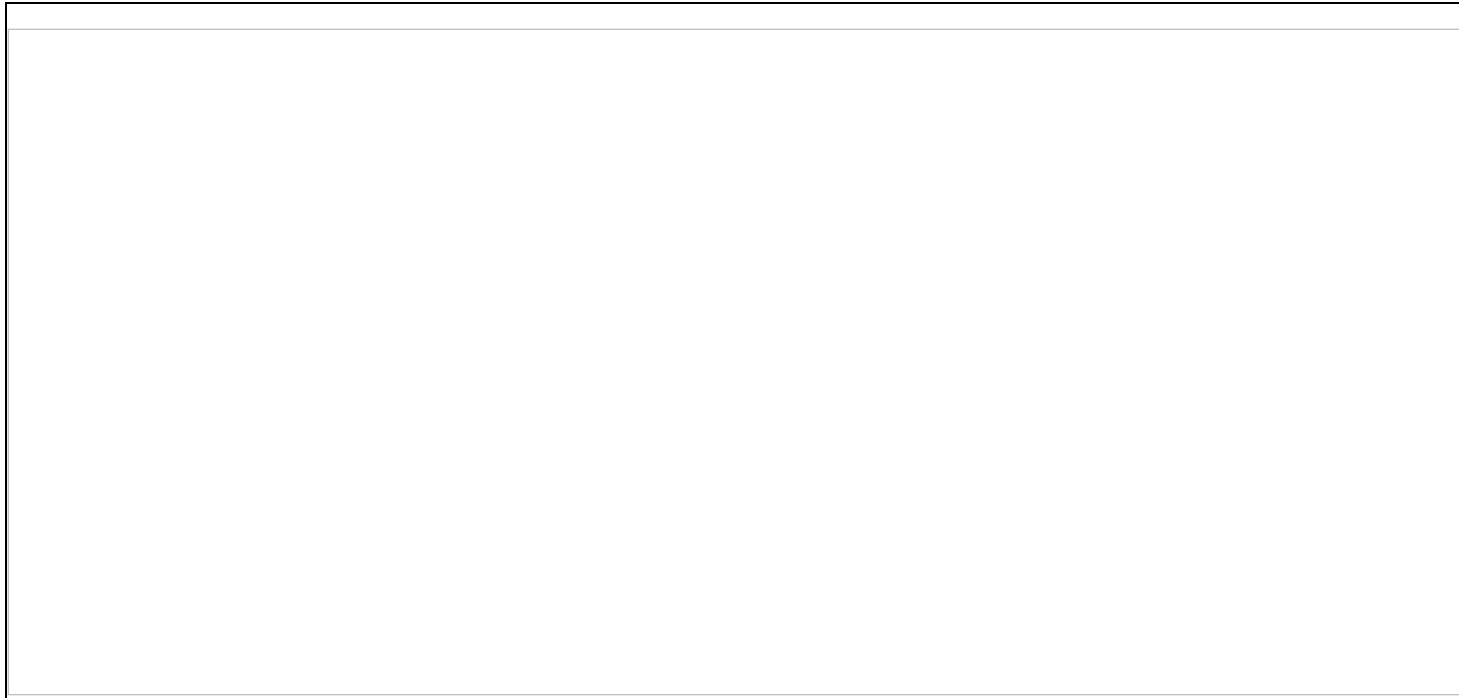
Bcc: allstaff@isquareit.edu.in

Congrats to Anuradha Singh, Akshay Datir, Hitesh Joshi, Rushikesh Nandurkar, Keshavan Rawool, Manish Chand, Sanket Bhalerao - BE IT, Abhishek Shekade, Onkar Kadlag- BE COMP & I

Best Wishes

Team Placements

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



Dear Team,

We thank you for the support extended to the IBM Talent Acquisition team to ensure a smooth and seamless hiring process conducted between 13th -15th Dec'19 and to help make this

Please find below the list of students from your 2020 batch who have been short-listed for the position of Associate System Engineer at IBM India.


Please do reach out to us in case of any clarifications.

Thanks & Regards,

SAURABH MISHRA

Senior Talent Acquisition Partner - University Hiring Team

IBM India, A26 Noida Sector 62, Noida, INDIA

 \$121D978694E8C0DA.jpg]

3 attachments

 noname
1K



noname
123K

 noname
7K

Fwd: Infosys: Final Selects

2 messages

Placement Dept. <placements@isquareit.edu.in>

Mon, Sep 9, 2019 at 11:08 AM

To: becomp@students.isquareit.edu.in, beit@students.isquareit.edu.in, beetc@students.isquareit.edu.in

Bcc: allstaff@isquareit.edu.in

Congrats to all the below mentioned **40** students who have been selected at Infosys.

Best Wishes

Team Placements

Sl	Candidate Name	Specialization
1	Akhilan P S	COMP
2	Akshay Biradar	COMP
3	Hrishikesh Sanjay Raipure	COMP
4	Lawrence James Crasto	COMP
5	Nishant Dalvi	COMP
6	Omkar Suresh Kudale	COMP
7	Raviraj Balkrishna Bochare	COMP
8	Shivam Nilkanth Jagtap	COMP
9	Shreyash Shashikant Kumbhar	COMP
10	Shubham Varma	COMP
11	Varsha Shekhar Patil	COMP
12	Rakshita	COMP
1	Ajay Satish Reddy	E&TC
2	Naman Gupta	E&TC
3	Neekita Swapan Kumar Mandal	E&TC
4	Nikunj Mahesh Dhamecha	E&TC
5	Omkar Santosh Nilange	E&TC
6	Samyak Nitin Doshi	E&TC
7	Saurabh Pradip Shinde	E&TC
8	Shubham Ravindra Koshti	E&TC
9	Vyshak Dayanandan Eratt	E&TC
1	Arti Kaluram Singhatiya	IT
2	Avinash Kumar	IT
3	Dipali Rajendra Kharsade	IT
4	Gaurav Jagdish Warad	IT
5	Himanshu Satish Pise	IT
6	Hitesh Dinesh Joshi	IT
7	Keshvan Subhash Rawool	IT
8	Kirti Kumari	IT
9	Krishna Nileshbhai Gardharia	IT
10	Manish Chand	IT

11	Omkar Harish Menkudale	IT
12	Ritesh Keshavrao Patil	IT
13	Rudviq Sunil Bhavsar	IT
14	Sadique Mohd Shaikh	IT
15	Shrikant Ganeshrao Karhale	IT
16	Suraj Ravindra Rao	IT
17	Vaibhav Sambhaji Surve	IT
18	Vamshikiran	IT
19	Vishal Kaluram Rajiwade	IT
SES Role		

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

Dear Sir,

PFA the list of the students who have been selected today for the Systems Engineer Role.

Heartiest Congratulations to you and all the selectees.

Thank you for all the support extended in the 2 days of drive !

Regards,

Jaspreet

Placement Dept. <placements@isquareit.edu.in>

Wed, Dec 4, 2019 at 11:49 AM

To: Bailappa B <bailappab@isquareit.edu.in>, Anand Bhosale <anandb@isquareit.edu.in>, Dipak R <dipakr@isquareit.edu.in>

fyi...

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

From: **Jaspreet Walia01** <Jaspreet_Walia01@infosys.com>

Date: Sat, 7 Sep 2019 at 16:18

Subject: Infosys: Final Selects

To: Adesh Patwardhan <adeshp@isquareit.edu.in>

Cc: Anivesh Joshi <anivesh.joshi@infosys.com>, Manish Singh <manish.singh41@infosys.com>

Dear Sir,

PFA the list of the students who have been shortlisted today for the Systems Engineer role.
Heartiest congratulations to you and all the selectees.

[Quoted text hidden]

 **Final_Shortlist I2IT.xlsx**
12K

Fwd: Final Selects- Engg. Campus drive at I2IT, Pune on 18th July 2019

1 message

Placement Dept. <placements@isquareit.edu.in>

Tue, Jul 23, 2019 at 12:00 PM

To: allstudents@students.isquareit.edu.in

Bcc: allstaff@isquareit.edu.in

Congrats to the below mentioned students for being selected at **LTI** !!

Candidate Details				
SNO	CandidateName	TraineeType	Branch	Clearance Level
1	Rakshitha Shettigar	GET(II)	Computer Science	Level 2
2	Fenil Mehta	GET(II)	Computer Science	Level 2
3	Niranjan Pai	GET(II)	Computer Science	Level 2
4	Aditi Pise	GET(I)	Information Technology	Level-1
5	Ali Saheeb Tinwala	GET(I)	Computer Science	Level-1
6	Jahanvi Mehariya	GET(I)	Computer Science	Level-1
7	Hulasi Khinvasara	GET(I)	Computer Science	Level-1

Best Wishes
Team Placements

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

Dear Adesh,

Greetings from LTI !!!

Attached is the list of final selects from our **exclusive Engineering drive** held at your Institute on 18th July 2019.Our 'Offer of Employment' will be released to all final selects shortly through our [CampBuzz Portal](#).

Please Note:

1. Candidate is requested to **Login to our CampBuzz Portal** (CampBuzz Portal ID & Password will be shared in the 'Offer of Employment' Email)
2. Candidate should **mandatorily register** by filling the Candidate Registration form on the portal.
3. Candidate **completing their Registration** on the portal **ONLY will be called for joining** as and when joining dates are scheduled.

Kindly note that the selection of the candidate is made on the basis of him/her meeting the following conditions (repeating these again to avoid any confusions):


1. Meeting the eligibility criteria set for Trainees-2020 batch (attaching the Eligibility criteria once again for your reference).
2. Selected candidate must be ready to sign a 2 year service level agreement with us.
3. Selected candidate must be open for relocation (their job location could be any of our development centers across India).
4. Candidate found medically fit (Details on this would be shared one month prior to joining).

We require close to 100% Joining from students offered by the Company. This is very crucial in order to continue this rapport with your Institute.

We also urge you to encourage the selected students to keep on adding to their technical & communication skills before they join LTI.

Looking forward to a long and fruitful association with your Institute.

Thanks & Regards,
Priyanka Allen
Sr. HR Executive
Campus Recruitment team

cid:image002.png@01D53419.70E46260

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

From: **Placement Dept.** <placements@isquareit.edu.in>

Date: Fri, 19 Jul 2019 at 09:12

Subject: Re: LTI Drive - Update

To: <becomp@students.isquareit.edu.in>, <beit@students.isquareit.edu.in>, <beetc@students.isquareit.edu.in>

SI	Candidate Name (Level 2)	Branch
1	Fenil Mehta	CE
2	Niranjan Pai	CE
3	Rakshita Shettigar	CE
4	Hitesh Joshi	IT
5	Ritesh Patil	IT

SI	Candidate Name	Branch
1	Onkar Kadlag	CE
2	Ashwinkumar Patil	CE
3	Ali Saheeb Tinwala	CE
4	Abhishek Shekade	CE
5	Shashank Bhatnagar	CE
6	Mohit Gadhia	IT
7	Sankarshan Dudhate	IT
8	Apurv Patil	IT
9	Ojas Ingale	IT
10	Keshvan Rawool	IT
11	Manish Chand	IT
12	Omkar Menkudale	IT

SI	Candidate Name	Branch
1	Lawrence Crasto	CE
2	kedar mule	E&TC
3	Atharva Pravin Puranik	E&TC
4	Mayur Surkar	E&TC
5	Rohit Nimkar	E&TC

SI	Candidate Name	Branch
1	Aboli Pathak	CE
2	Pratiksha Bagate	CE
3	Jahanvi Mehariya	CE
4	Deepti Prasad	CE
5	Varsha Rodge	CE
6	Hulasi Khinvasara	CE
7	Janhavi Gohad	IT
8	Arti Singhatiya	IT
9	Aditi Pise	IT
10	Kirti Kumari	IT

SI	Candidate Name	Branch
1	Amruta Bagal	CE
2	Chaitra Gupta	CE
3	Shivani Bharambe	CE
4	Nikita Nerkar	CE
5	Supriya More	CE
6	Anuradha Singh	IT
7	Rashmi Kumari	IT
8	Dipali Kharsade	IT
9	ANUJA PATIL	IT

SI	Candidate Name	Branch
1	Raviraj Bochare	CE
2	Hrishikesh Raipure	CE
3	ADITYA JITENDRA GANDHI	CE

**Employment Offer Letter****September 28, 2020****Nextbridge IT Solutions Pvt Ltd**

2020, A-Wing, Marvel Fuego,
Opp. Seasons Mall, Magarpatta City Road,
Hadapsar, Pune-411028,
Maharashtra, India.

Dear **Mr. Rohan Kharat**,

Congratulations! We are pleased to confirm that you have been selected to work for **Nextbridge IT Solutions Pvt Ltd**. Further to the interview and discussions you have had with us, we are delighted to make you the following job offer at **Pune, India**. You are supposed to join the office on **Monday, September 28, 2020**

The following are the terms and conditions of the appointment.

Commencement Term:

- Your designation will be **Executive** with the job role as **Associate Consultant - Convergence**.
- Your work location would be based in **Pune, India** & option to work from home subject to management approval.
- Your working hours start from **10:30am to 7:30pm** with one hour break a day and you are scheduled to work through **Monday to Friday** every week. Timings can be flexible as per the company's business strategy and Operations.
- During your employment you shall be responsible for handling Technical Projects, Technical Support and End Customer/Partner Trainings related to Avaya and other vendor solutions based on the company business operations.
- Following is a partial list of direct responsibilities of your profile:
 - Avaya Offshore/Onsite Project Implementations
 - Providing Offshore/Onsite Technical Support on Avaya products
 - Maintaining Avaya Certifications for the Company
 - Project Management & Coordination Support
 - Documentation & Processes Development
 - Providing End Customer/Partner Trainings
- The Organization shall have the right to transfer you to any of its offices or group companies in India and abroad for a contract period or permanent basis.

Registered Office:**Nextbridge IT Solutions Pvt Ltd**

#119, SMR Vinay Hi-Lands,
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad.
Telangana - 500049

Corporate Office:**Nextbridge IT Solutions Pvt Ltd**

#2020, A-Wing, Marvel Feugo,
Opp Seasons Mall, Magarpatta City Road,
Hadapsar, Pune,
Maharashtra - 411028

CIN : U72900TG2014PTC095060**Contact : +91 7702702947****Website : www.nextbridgesolutions.com****Email : admin@nextbridgesolutions.com
consult@nextbridgesolutions.com**

**Remuneration Details:**

- As **Associate Consultant - Convergence**, you shall be offered a monthly gross remuneration of **Rs. 14,796/- (Rupees Fourteen Thousand Seven Hundred Ninety-Six Only)** an appraisal shall be considered after successful completion of 1 year with the Company and depending on contribution towards Self and Company Development.

Salary Computation	Monthly (INR)	Annually (INR)
Basic Salary	8,364	100,365
House Rent Allowance	3,345	40,146
Conveyance	1,600	19,200
Special Allowance	3,418	41,019
Gross Salary	16,727	200,730
Profession Tax	200	2,400
Tax Income Tax* (As per Employee Investments)	*As per Investment	*As per Investment
ESIC	125	1,505
PF	1,606	19,270
Total Deductions	1,931	23,176
Net take Home	14,796	177,554
Employer PF Contribution	1,606	19,270
Total Salary	18,333	2,20,000
Performance Incentive		20,000
Total Cost to Company CTC (INR)		2,40,000

Note: - Performance incentive is subject to individual's annual performance. It will be provided at the completion of One year with the NBIT. It shall be based on individual's performance*

Terms & Conditions:

- During Overseas onsite travel company shall take care of travel arrangements (visa, air tickets, travel insurance) , hotel accommodation and Per Day allowance of **20\$ per day for Africa and 75 AED per day for Middle East**.
- Each employee needs to sign a Project Contract Letter each time a new project is assigned, stating that the employee will not resign until the completion of the project and the employee fully understands that the remuneration will not be changed on any onsite project if the employee resides onsite for up to 3 months continuously. If the continuous onsite tenure is more than 3 months, then the remuneration can be discussed with reporting manager before accepting the project.

Registered Office:**Nextbridge IT Solutions Pvt Ltd**#119, SMR Vinay Hi-Lands,
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad.
Telangana - 500049**Corporate Office:****Nextbridge IT Solutions Pvt Ltd**#2020, A-Wing, Marvel Feugo,
Opp Seasons Mall, Magarpatta City Road,
Hadapsar, Pune,
Maharashtra - 411028

CIN : U72900TG2014PTC095060

Contact : +91 7702702947

Website : www.nextbridgesolutions.comEmail : admin@nextbridgesolutions.com
consult@nextbridgesolutions.com



- During Domestic onsite travel company shall reimburse the expenses on presentment of bills within agreed limits of the employee (based on employee grade) and upon approval from the reporting manager.
- Company provides Medclaim Cover of **Rs. 3, 00,000.00** for Employee, Spouse and 3 Children.
- Currently there is **no Gratuity deductions** as per Company Policy, but it will be provided in the near future as per the government regulations. So **PF and ESIC facility** will be provided to eligible Employees as per the Government norms.
- You shall receive your monthly salary on or before the **5th of every month** from the company.
- Company shall reimburse/sponsor only Avaya Trainings/Certification fees if the candidate has successfully passed the desired examination. Along with the reimbursement an employee needs to sign a Contract to serve the company for a minimum period of **2 Years** from the date of examination or more. If the employee fails to serve the specified tenure, then the employee has to refund the fees sponsored/reimbursed to him/her before leaving the company.
- Considering the current Covid-19 Situation Employee is expected to Work from Home and the following arrangements must be taken care of
 1. Power Backup
 2. Good Internet Connection
 3. Non-Disturbing environment to work.

Leave Policy:

- You will not be entitled to any Privileged Leaves during your Probation period (which is 3 months from the Joining)
- After the completion of your probation period you will be entitled for **15 Days** Privileged leaves, **6 Days** of Casual Leaves and **6 days** of Sick leaves in a Calendar Year. If the employee has any balance leaves by the end of the year then only 5 Privileged leaves will be carry forwarded to next Calendar Year. Upon resignation the company will not encash/pay the leaves pending or accumulated for that financial year.
- Medical certificate/ Fitness certificate should be submitted on resumption of duties in case of Sick leave for more than 3 days.

Registered Office:**Nextbridge IT Solutions Pvt Ltd**

#119, SMR Vinay Hi-Lands,
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad.
Telangana - 500049

Corporate Office:**Nextbridge IT Solutions Pvt Ltd**

#2020, A-Wing, Marvel Feugo,
Opp Seasons Mall, Magarpatta City Road,
Hadapsar, Pune,
Maharashtra - 411028

CIN : U72900TG2014PTC095060**Contact : +91 7702702947****Website : www.nextbridgesolutions.com****Email : admin@nextbridgesolutions.com
consult@nextbridgesolutions.com**

**Security Code of Conduct:**

- You will need to submit soft copies of all your qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining.
- Any false/fake Educational/Employment data provided would result in termination of employment immediately.
- You will be bound with the Rules and Regulations of the Organization as applicable/ may be made applicable to you from time to time.
- During the employment if any employee found sharing the company's client/end customer details to external parties/emails would result in termination of employment immediately.
- During the employment if the Company received any complaint of harassment/misconduct may terminate executive's employment at any time without giving any prior written notice of the termination.
- During the employment the company has the full authority to terminate the employment at any point of time without prior notice.
- You will keep us informed of any change in your current residential address of communication to the company.
- On Resignation Candidates has to serve the Company for a minimum period of **60 Days** before the relieving letter is being issued. Failure to do so will be considered as a breach of conduct and necessary actions will be taken by the company and no experience or relieving letter will be issued to such employees.
- This offer is subject to the condition that the employee will serve **Nextbridge IT Solutions Pvt Ltd** for a period of **24 months** from the date of joining.

Additional Benefits:

- If the Employee has any 2/4 wheeler vehicle, then company will make the payment for their parking on a monthly basis in the Office Commercial Building till their employment is valid.
- Company will sponsor the **Employee travel insurance as and when the employee travels.**

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within 3 days of the receipt.

Registered Office:**Nextbridge IT Solutions Pvt Ltd**

#119, SMR Vinay Hi-Lands,
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad.
Telangana - 500049

Corporate Office:**Nextbridge IT Solutions Pvt Ltd**

#2020, A-Wing, Marvel Feugo,
Opp Seasons Mall, Magarpatta City Road,
Hadapsar, Pune,
Maharashtra - 411028

CIN : U72900TG2014PTC095060**Contact : +91 7702702947****Website : www.nextbridgesolutions.com****Email : admin@nextbridgesolutions.com
consult@nextbridgesolutions.com**



NextBridge Solutions

An ISO 27001:2013 | ISO 20000:2011 | ISO 9001:2015 Certified

NEXTBRIDGE IT SOLUTIONS PVT LTD

AN ISO 9001:2015 - ISO 27001:2013 - ISO 20000:2011 CERTIFIED

Offer stands cancelled in case of any deviations in information or if you fail to report to me on or before pre-decided date.

We believe your skills and efforts would fuel growth of **Nextbridge IT Solutions** and your Career Success.

Acknowledgement

Rohan Kharat

Dheeraj Mengu

Director
Nextbridge IT Solutions Pvt. Ltd.

Deepika Sharma

HR India-MEA
Nextbridge IT Solutions Pvt. Ltd.

Registered Office:
Nextbridge IT Solutions Pvt Ltd
#119, SMR Vinay Hi-Lands,
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad.
Telangana - 500049

Corporate Office:
Nextbridge IT Solutions Pvt Ltd
#2020, A-Wing, Marvel Feugo,
Opp Seasons Mall, Magarpatta City Road,
Hadapsar, Pune,
Maharashtra - 411028

CIN : U72900TG2014PTC095060
Contact : +91 7702702947
Website : www.nextbridgesolutions.com
Email : admin@nextbridgesolutions.com
consult@nextbridgesolutions.com



Employment Offer Letter

June 20, 2019

Nextbridge IT Solutions Pvt Ltd

#607, 6th Floor, Gandharva Galaxia
Magarpatta City Road, Hadapsar, Pune-411013
Maharashtra, India. Tel: +91-7702702947

Dear **Niraj Mahajan**,

Congratulations! We are pleased to confirm that you have been selected to work for **Nextbridge IT Solutions Pvt Ltd**. Further to the interview and discussions you have had with us, we are delighted to make you the following job offer at **Pune, India**. You are supposed to join the office on **Monday July 1, 2019**.

Please carry copy of all the following documents on the day of your Joining:

- Two Passport size photographs
- Address Proof (Aadhar card)
- All Educational Certificates
- Pan Card
- Offer Letter (Previous Company)
- Relieving Documents
- Pay slip (Last 3 months)

You are requested to bring in all the original documents for verification purpose on the day of joining. This offer is contingent upon verification of the above said documents.

- Any false/fake Educational/Employment data provided would result in termination of employment immediately.

The following are the terms and conditions of the appointment:

- This offer is subject to the condition that you will serve Nextbridge IT Solutions Pvt Ltd for a minimum period of **24 months** from the date of joining by signing a service bond. In case if you leave Nextbridge before completion of 24 months, amount for the remaining months salary would be recovered in the form of DD/Transfer after which full and final settlement would be processed.
- **Bring your own device (BYOD):** Employee needs to bring his own device (Laptop) for work.
- On joining the company, you are required to sign a **NDA** (Non-disclosure agreement) for protecting company intellectual property, business and customer information.
- Your designation will be **Associate** with the job role as **Associate Consultant Convergence**.
- Your work location would be based in **Pune, India** & option to work from home subject to management approval.

Registered Office:

Nextbridge IT Solutions Pvt. Ltd.
#119, SMR Vinay Hi-Lands
HDFC Bank Lane, Bachupally Road.
Miyapur X Roads. Hyderabad-49.
Telangana – 500049, INDIA

Company Details :

CIN: U72900TG2014PTC095060
Contact: +91 7702702947
Website: www.nextbridgesolutions.com
Email: admin@nextbridgesolutions.com
consult@nextbridgesolutions.com

NICE

July 21, 2020

Ms. Ketaki Jahagirdar,
Q-704, Aditya Complex,
Pimple Gurav, Pune- 411061

Dear Ketaki,

We take pleasure in offering you the position of **Associate Technical Support Engineer** subject to your acceptance of the Terms & Conditions of appointment detailed below.

This is a conditional offer and is subject to your successful and satisfactory completion of your course in **Year 2020** as per the company standards and expectations. The Company shall have the final and sole discretion to decide on the continuity of this conditional offer based on your result.

1. DUTIES AND SERVICES

- a) You shall be appointed as **Associate Technical Support Engineer**. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.
- b) Your appointment will be effective from **03rd August 2020**, unless terminated in accordance with the provisions of this agreement. If you fail to join the Company on the aforementioned date, this offer shall lapse.

Your employment is contingent upon your completing and submitting a satisfactory medical questionnaire. Your employment and its continuance is subject to your being found and remaining (physically and mentally) fit. If the company deems necessary, you may also be required to satisfactorily pass a medical examination from a registered medical practitioner, at the time of joining and from time to time in future. Your employment is also subject to receiving at least two satisfactory references.

You are expected at all times faithfully, assiduously and to the best of your ability, experience and talent, perform to the company's satisfaction, all of the duties that may be assigned to you, from time to time.

You are expected to be punctual and strictly abide by office timings of the Company. While you render your services to the Company, you understand that Company may require you to work in different shifts in accordance with the operational requirements of the Company. Additionally, you understand that to perform your duties diligently, you may be required to work and support beyond the normal working hours or on weekends or holidays.

While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

c) Place of work

You will be based at **Pune**. The Company reserves the right to transfer or seconded you at any time to any other place in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant

Ketaki
3rd Aug 2020

Date of Joining - 03/08/2020



July 21, 2020

Mr. Omkar Masal,
Sr. No- 22/5/2, Near Sancheti High School,
Shivram Colony, Thergaon, Pune- 411033

Dear Omkar,

We take pleasure in offering you the position of **Associate Technical Support Engineer** subject to your acceptance of the Terms & Conditions of appointment detailed below.

This is a conditional offer and is subject to your successful and satisfactory completion of your course in **Year 2020** as per the company standards and expectations. The Company shall have the final and sole discretion to decide on the continuity of this conditional offer based on your result.

1. DUTIES AND SERVICES

- a) You shall be appointed as **Associate Technical Support Engineer**. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.
- b) Your appointment will be effective from **03rd August 2020**, unless terminated in accordance with the provisions of this agreement. If you fail to join the Company on the aforementioned date, this offer shall lapse.

Your employment is contingent upon your completing and submitting a satisfactory medical questionnaire. Your employment and its continuance is subject to your being found and remaining (physically and mentally) fit. If the company deems necessary, you may also be required to satisfactorily pass a medical examination from a registered medical practitioner, at the time of joining and from time to time in future. Your employment is also subject to receiving at least two satisfactory references.

You are expected at all times faithfully, assiduously and to the best of your ability, experience and talent, perform to the company's satisfaction, all of the duties that may be assigned to you, from time to time.

You are expected to be punctual and strictly abide by office timings of the Company. While you render your services to the Company, you understand that Company may require you to work in different shifts in accordance with the operational requirements of the Company. Additionally, you understand that to perform your duties diligently, you may be required to work and support beyond the normal working hours or on weekends or holidays.

While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

c) Place of work

You will be based at **Pune**. The Company reserves the right to transfer or seconded you at any time to any other place in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant



July 21, 2020

Ms. Sanskriti Oza,
A-403, Devsangam Apartment,
Bhat Motera road, Ahmedabad- 382424

Dear Sanskriti,

We take pleasure in offering you the position of **Associate Technical Support Engineer** subject to your acceptance of the Terms & Conditions of appointment detailed below.

This is a conditional offer and is subject to your successful and satisfactory completion of your course in **Year 2020** as per the company standards and expectations. The Company shall have the final and sole discretion to decide on the continuity of this conditional offer based on your result.

1. DUTIES AND SERVICES

- a) You shall be appointed as **Associate Technical Support Engineer**. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.
- b) Your appointment will be effective from **03rd August 2020**, unless terminated in accordance with the provisions of this agreement. If you fail to join the Company on the aforementioned date, this offer shall lapse.

Your employment is contingent upon your completing and submitting a satisfactory medical questionnaire. Your employment and its continuance is subject to your being found and remaining (physically and mentally) fit. If the company deems necessary, you may also be required to satisfactorily pass a medical examination from a registered medical practitioner, at the time of joining and from time to time in future. Your employment is also subject to receiving at least two satisfactory references.

You are expected at all times faithfully, assiduously and to the best of your ability, experience and talent, perform to the company's satisfaction, all of the duties that may be assigned to you, from time to time.

You are expected to be punctual and strictly abide by office timings of the Company. While you render your services to the Company, you understand that Company may require you to work in different shifts in accordance with the operational requirements of the Company. Additionally, you understand that to perform your duties diligently, you may be required to work and support beyond the normal working hours or on weekends or holidays.

While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

c) Place of work

You will be based at **Pune**. The Company reserves the right to transfer or seconded you at any time to any other place in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant



business of the Company or as part of any restructuring or amalgamation or re-organization plan implemented by the Company or by which the Company is bound, subject to your consent and approval. In cases of transfer, the Company shall ensure that the terms and conditions of employment shall not be less favorable in any way than those applicable to you before transfer.

2. PROBATION

You will be on a probationary period of **6 months** from the date of joining. Your probation period is subject to extension at the sole discretion of the Company. On completion of **6 months**, it shall be deemed that you are confirmed unless Company extends your probation further for an additional period of **3 months** in writing. If the management is not satisfied with your work and conduct, your services shall be liable to be terminated as per **Clause 4** during or on completion of the probationary period.

3. COMPENSATION AND BENEFITS

During the term of the employment, the company shall pay to you the compensation and benefits stated in **Appendix A** of this agreement and it is agreed that you will accept the same as payment in full, for all services rendered by you to or for the benefit of the Company in your capacity as **Associate Technical Support Engineer**. The company shall reimburse you for reasonable and properly documented expenses incurred in connection with the company's business and the performance of your duties. These will be subject to such policies as the company may from time to time establish. The salary stated in **Appendix A** is payable monthly by direct credit to your bank account on or before the first day of each calendar month, with respect to the preceding month.

It is however clarified that except for statutory benefits, other benefits and entitlements that may be provided to you by the Company are provided to you on a voluntary basis by the Company in accordance with applicable Company HR Policy. Accordingly, the said other benefits and entitlements are liable to be withdrawn or changed from time to time. No such other benefits and entitlements shall be payable to you in the event you cease to be in employment with the Company prior to relevant payout date or are serving the notice period as on payout date, in all such cases the other benefits and entitlements shall be forfeited.

All forms of compensation referred to in this Agreement are subject to deduction of applicable withholding and payroll taxes as may be governed by the laws in force. You understand and agree that Employer PF contribution forms a part of the total compensation or cost to the company. You also understand that the Employee PF contribution shall be part of employee's salary and shall be deductible therefrom as required by the statute.

You may be entitled to following incentives:-

- You will be eligible to participate in the Company's NICE Bonus Plan. This plan reflects our pay for performance compensation philosophy, as determined by the Company in its sole discretion, which will be subject to both your individual performance during the year and the performance of the Company and it can vary between 0% and 100% of the NICE Bonus Plan (Target) and can be more than 100% for exceptional performance. You shall not be in breach of the terms of your Offer Letter as set forth and shall be in the employment of the Company on the date of bonus payout.

4. SEPARATION

- a) The employment may be terminated by either party during your probation, by giving notice of **15 days**.
- b) After confirmation, your employment with the Company may be terminated by either party giving **60 days written notice** or **60 days salary** in lieu of notice and without assigning any reasons therefore. Company reserves the right to pay or recover salary in lieu of notice. In the event you serve notice of termination, the Company may relieve you from the date as the Company may deem fit even before expiration of the notice period.



- c) Absence for a continuous period of 10 days (including absence when leave though applied for but not granted) and when overstayed for a period of 10 days would make you lose your lien on the service and the same shall automatically come to an end without any notice or intimation from the Company, and you shall be liable to pay to the Company salary in lieu of notice.
- d) On termination, you will return to the company all materials; books; documents; data; drawings or records belonging to the company or any of its affiliates or customers and you shall not make or retain any copy thereof.
- e) Subject to earlier termination of this agreement as per the terms hereof and extensions that may be granted by the Company in its absolute and sole discretion, you shall be liable for retirement at the age of sixty (60) years or on completing thirty five (35) years of continuous service, whichever is earlier.
- f) Termination for breach of code of conduct/HR Policy:

The Company may terminate this agreement for Breach of 'Code of Conduct/HR Policy' with immediate effect, without giving any notice of termination or any compensation of whatsoever nature, to you. The Code of Conduct shall be deemed as having been breached by any or all of the following:

- i. Conviction by, or entry of a plea of guilty in a court of competent and final jurisdiction for any crime involving moral turpitude or punishable by imprisonment;
- ii. Commission of an act of fraud, whether prior to or subsequent to the date of employment;
- iii. Continuing, repeated and willful failure or refusal to perform agreed duties in the company;
- iv. Gross negligence, insubordination or violation of any duty of loyalty to the company
- v. Commission of any acts which is detrimental to the Company's business or good will or in breach of the company's ethical code of conduct;
- vi. Violation of any other provision of this employment agreement.
- vii. HR Policy

In such case, the Company shall only be liable to pay your salary and benefits up to the date of your termination. Such termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

5. USE AND NON-DISCLOSURE AGREEMENT

For the purposes of this Agreement:

"Group" means the Company, any subsidiary of the Company, any holding company of the Company, any subsidiary of such holding company and any company designated by the board of the Company as an associated company from time to time;

"Confidential Material" means any information relating to the Group or the business, prospective proposed business or affairs of the Group or of any customers or clients of the Group, including intellectual property and finances, which comes into your possession by virtue of your Employment, and which we regard, or could reasonably be expected to regard, as confidential.

You must not during your employment (other than in the proper performance of your duties) or at any time thereafter use for your own purposes or disclose to any third party any Confidential Material and you must use your best endeavors to prevent such disclosure.

All Confidential Material and all other documents, papers and property which may have been made or prepared by you, or at your request or have come into your possession or under your control in the course of your employment or which relate in any way to the business (including prospective business) or the affairs of any member of the Group or those of any customer, Supplier, agent, distributor or sub-contractor of the Group are, as between us deemed to be the Group's property. You must deliver up all such documents and other property, including all



copies, to the Company immediately upon the termination of your employment (or at any earlier time on demand).

You must immediately inform the Company if you become aware of the possession, use or knowledge of any of the Confidential Material by any person not authorized to possess, use or have knowledge of the Confidential Material, whether during your employment or thereafter and you must at the Company's request provide such reasonable assistance as is required to deal with such event.

Nothing in this Clause will prevent you from disclosing Confidential Material where it is required to be disclosed by judicial, administrative, governmental or regulatory process in connection with any action, suit, proceeding or claim or otherwise by applicable law, provided you promptly inform the Company of such requirement. Failure by you to comply with this Clause shall represent gross misconduct entitling the Company to terminate your employment with immediate effect.

6. COMPANY PROPERTY

The company will provide you with infrastructure and tools as deemed necessary for carrying out your duties. All such tools provided by the company will be the property of the company.

All such property of the company that is given to you, shall be returned to the designated person in the company, upon the termination of the employment agreement and prior to the effective last date of your employment in the company.

7. OWNERSHIP OF INTELLECTUAL PROPERTY/ INVENTIONS

For the purposes of this Clause, 'Intellectual Property' includes copyrights, patents, trademarks and design rights (whether registered or unregistered), and any applications for such rights, discoveries, inventions, confidential information, know-how and all other equivalent or related rights worldwide. If at any time during the course of your employment you create or discover or participate in the creation or discovery of any Intellectual Property relating to or capable of being used in the Company business or the business of any subsidiary or affiliate of Company, any Company of ours, any subsidiary of such holding company or any company designated by the Company as an associated company from time to time, you will immediately communicate full Details of the Intellectual Property to the Company and such Intellectual Property shall be the Company's or any designated company's absolute property worldwide.

At our request and expense you will give and supply all information and assistance as may be required to enable the Company to exploit the Intellectual Property and will assign, make, execute and deliver all and any documents requested by the Company and do all things that may be necessary or desirable in connection with for obtaining, maintaining, extending and if necessary enforcing and defending protection for and/or assigning to the Company or any designated company the Intellectual Property and as the Company may direct.

You hereby assign to the Company by way of future assignment all copyrights arising in any works or material produced by you during your employment.

You will do nothing during or after your employment to affect or imperil the validity of any Intellectual Property rights obtained, applied for or to be applied for by the Company or any designated company and in particular you will not publish or disclose any information or materials relating to any such Intellectual Property without the Company's prior written consent.

You hereby waive absolutely your moral rights (if any) in respect of any such Intellectual Property.

8. NON-COMPETITION CLAUSE

During the term of this Agreement and for a period of 1 (one) year after the termination of your employment with the Company, if the Company perceives that you are or have been directly or indirectly associated with, managing, undertaking, carrying on or employed, engaged or



interested in any capacity, or have advised, a company or firm that is in the same business as the Company or any business which is competitive with a certain business of the Company or a Group company, in a manner that is detrimental to the interest of the business of the Company or group company in India or worldwide, the Company shall be entitled to address such issue and take necessary action against you.

During the term of this Agreement and for a period of 1 (one) year thereafter, you shall not interfere with or endeavor to entice away from employment or engagement with the Company or any other Group company (or procure or assist the solicitation, interference with or enticement of) any employee, or do any act whereby such employee is encouraged to terminate their employment or engagement, with the Company or any other Group company.

8A. Code of Ethics and Business Conduct

You shall not, in the course of employment, be employed or engaged in any capacity in any other business without the prior written consent of the Company.

You shall read the provisions of the Company's Code Ethics and Business Conduct relating to bribery and corruption and the Company's Anti-Corruption and Bribery policy (the "Policy"), and therefore shall be aware of the Company's zero tolerance of all forms of bribery and corruption, in all business dealings of the Company and of the Company's business associates worldwide. You shall comply strictly with such provisions of the Company's said Code of Ethics and Business Conduct relating to bribery and corruption, and the Policy.

Any breach by you of any of your obligations under the foregoing provisions of this Clause shall be a fundamental breach by you of this contract of employment, and the Company may be entitled to terminate this contract of employment for breach by you without any severance pay in accordance with the applicable laws. Such right of termination for breach shall be in addition and without prejudice to any other rights and remedies which the Company may have in contract and/or at law with respect to such breach

9. MISCELLANEOUS

- a. This employment supersedes all prior and existing agreements, both oral and written, between the company and you, concerning employment in the company, and may be modified only by a document, which has been signed by both parties. Particularly, this agreement overrides and supersedes the Employment Offer provided by NICE Interactive Solutions India Pvt. Ltd. (on behalf of the Company), to you, which shall be deemed to be terminated forthwith upon your signing this Agreement.
- b. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the companies from time to time including those relating to conduct, discipline, benefits salary review, retirement, and any other matters as though these rules, regulations and orders were a part of this agreement of employment. Such policies, rules, and regulations may be subjected to alteration and amendment. If at any time your conduct is considered by the company as detrimental in terms of company policies or in violation of one or more terms of this agreement, your services will be terminated forthwith without notice.
- c. In the event that your duties require you to represent the company or liaise with legal or government authorities for company related business matters, you are expected to adhere to the law of the country as well as the ethical code of conduct that is defined by the company. It shall be your responsibility to be aware of the prevailing laws that govern such matters.
- d. You shall not make any commitment or representation on behalf of the company unless authorized in writing to do so. It is clearly understood that you shall not have the right to enter into, sign or execute contracts on behalf of the company or make commitments of any kind for or on behalf of or purporting to be for or on behalf of the company, except as specifically authorized by a director of the Company in writing. The company assumes no responsibility for any statement, promises or warranties made by you and



you hereby agree to indemnify and save harmless the Company against any claims arising therefrom. You will not incur or undertake any liability on behalf of the company or in any way pledge or purport to pledge its credit or enter into any contract, agreements, arrangements or understandings or in any other way bind or attempt to bind the company with respect to dealings with third persons, firms and companies.

- e. Any information furnished by you to the Company proves to be false, or if you are found to have willfully suppressed any material information/ particulars, the Company shall be entitled to terminate this agreement without notice. All notices/ communications sent to your last known address shall be deemed to have been properly served on, and received by you.
- f. The failure of either party at any point in time to enforce adherence by the other party, to any clause or condition of this agreement shall in no way affect such party's rights thereafter to enforce the same, nor shall the waiver by either party of any breach of any clause or condition for a specific purpose, be deemed to be a permanent waiver of the Aforementioned clause or condition thereafter
- g. You shall not seek election to any legislature or local body without the previous specific written consent of the company.

10. BREACH OF PRIOR AGREEMENTS, DAMAGES

You warrant that:

- (a) In accepting this appointment and performing your obligations and services under it, you will not be in breach of obligations under any other employment or appointment;
- (b) In the event of such a breach, you and not the Company will be wholly and solely responsible and liable for any damages;
- (c) You will, prior to accepting this appointment, intimate to the Company any external education and training courses being undertaken by you; and
- (d) You will, prior to accepting this appointment disclose to the Company any prior medical history or illness which could affect your work in the Company. During the course of your employment, you shall submit to such medical examination as required and failure to do so shall be considered gross misconduct.

11. APPLICABLE LAW AND JURISDICTION

This agreement is made with reference to the law of India and shall be governed by laws of India. The appropriate court in **Pune** will have the exclusive jurisdiction to entertain all disputes arising out of or relating to this Agreement.

12. WORKING CONDITIONS

You will be required to work at least 40 hours per week. You will be governed by the HR policies and working conditions for the company's India operations, as and when they will come into force.

Your normal working hours will be in morning shift from Monday to Friday 9 hours per day with a one-hour break, but the requirements of your employment do call for some flexibility and you will be expected to work different hours from time to time as may be required.

13. LANGUAGE OF COMMUNICATION

The language for communication for all written instruments notices and documents between you and the company will be English



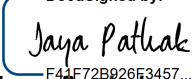
Please confirm your acceptance of these terms and conditions of agreement by signing below. You are required to submit the documents stated in the attached **Appendix B** at the time of joining.

For NICE Interactive Solutions India Pvt. Ltd.

DocuSigned by:

3065ACF2071C4A9...

Vijay Gondhi
Vice President, Head of NICE India GTC

DocuSigned by:

F41F72B926F3457...

Jaya Pathak
Director, Human Resources

Place: Pune

DECLARATION BY: Sanskriti Oza

I have carefully read and understood the above offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the company as amended from time to time.

Signature: _____

Date: _____

Place: _____



Appendix- A

Your CTC details are as follows:

Total Cash [A]			Per Month (INR)	Per Annum (INR)
	Basic Salary	53%	17,894	214,726
	HRA	50%	8,947	107,363
	Flexible Pay Basket		6,921	83,054
Base Salary				405,143
NICE Bonus Plan (Target) *				33,762
Other Benefits [B]				
	Gratuity	4.81%	861	10,328
	Employer PF	12%	2,147	25,767
CTC (INR)				475,000

* You will be eligible to participate in the Company's NICE Bonus Plan. This plan reflects our pay for performance compensation philosophy, as determined by the Company in its sole discretion, which will be subject to both your individual performance during the year and the performance of the Company and it can vary between 0% and 100% of the NICE Bonus Plan (Target) and can be more than 100% for exceptional performance. You shall not be in breach of the terms of your Offer Letter as set forth and shall be in the employment of the Company on the date of bonus payout.

- You will also be entitled to the following benefits:
 - Health Insurance & Personal Accident insurance
 - Group Term Life Insurance
 - Subsidized Cab Facility
- Employee PF contribution shall be part of employee's salary and shall be deductible therefrom.

CTC - Cost to Company; INR - Indian Rupee

Salary Components	Amount
Provident Fund	12% of Basic Salary
House Rent Allowance	50% of Basic Salary
Flexible Pay Basket/Special Allowance	Balance of Base Salary
Component under Flexible Pay Basket :	
1) Leave Travel Allowance - twice in a block of 4 years	Up to Rs.200,000 per annum
2) Meal Card	Up to Rs.2200 per month
3) Children Education Allowance - Up to 2 dependent children	Up to Rs. 200 per month
4) Gift Card	Up to Rs. 5,000 per annum
5) Telephone & Internet allowance	Up to Rs.18,000 per annum
6) Fuel Reimbursement	Up to Rs.36,000 per annum
7) Vehicle Maintenance	Up to Rs.15,000 per annum
8) Books & Periodicals	Up to Rs.20,000 per annum
9) Flexibly Pay/Special Allowance	Balance



Appendix- B

List of documents required to be submitted at time of joining:

1. Proof of Age (Birth Certificate or School Leaving Certificate) - photocopy and originals; originals will be returned after verifying.
2. Proof of Residence - Photocopy of driving license/ Voter's identity card/ Ration card.
3. Passport (if any) - photocopy and original; original will be returned after verifying.
4. Academic Certificates - All mark sheets and certificates - photocopy and originals; originals will be returned after verifying.
5. Photograph (passport size) - 2 Nos.
6. Letter of release from previous employer (where applicable) - photocopy and original; original will be returned after verifying
7. Experience Certificate - photocopy and original; original will be returned after verifying
8. Salary certificate from previous employer or salary slip or copy of Form 16A - photocopy and originals; originals will be returned after verifying.
9. P.F. Details with previous employer:
 - 9.1 P.F. Account Number
 - 9.2 P.F. Managed by Trust/P.F. Commissioner
 - 9.3 Complete and exact postal address of Trust/Commissioner
 - 9.4 The above will have to be made available for as many companies as from where P.F. is due.
10. Any other, such as Merit Certificates etc.
11. Blood group/medical certificate.



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR0101786/P/SH/28-JAN-20

To:

**Rajiwade Vishal Kaluram,
Pune.**

Subject: Offer of Employment

Dear Rajiwade Vishal Kaluram,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

India Title	IT Trainee
Global Title	IT Trainee - L1
Grade	F0
Location	Full time at Pune
Probation Period	12 Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	1 st July 2020

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost to Company	: Rs. 521,778

Quarterly Incentive Performance Plan payout will be as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Amol Gupta
Regional TPO Lead – India & Philippines

*I, **Rajiwade Vishal Kaluram**, hereby agree to the terms and conditions stated above and will join on or before **1st July 2020**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Rajiwade Vishal Kaluram
Designation	IT Trainee

Compensation Breakup:

ANNEXURE - Compensation and Benefits		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	38,760	465,116
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000
ANNUAL BENEFITS		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	8,953	
Premium paid by the employer for Group Health Medical Insurance**	12,570	
Premium paid by the employer for Accident Insurance policy	255	
COST TO COMPANY (CTC)		521,778
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>^ Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		



Ref Code. - AP01/2020/012

Date: 10-08-2020

To

Ms. Vidhi Kala

SUB: APPOINTMENT LETTER

Dear Vidhi,

This is with reference to the offer letter dated **2 March 2020** given to you after your application for employment in our company and subsequent interviews you had with us. We are pleased to appoint you as a **Solution Engineer - MO** with effect from **03 Aug, 2020** on the following terms and conditions and subject to your signing of the Employment Agreement with the Company:

TERMS AND CONDITIONS:

1] SALARY:

1.1 During your employment with us, your Total Cost to Company will be **INR 4,41,926 per annum**

1.2 Your performance will be reviewed on an annual basis in the month of April and will be used as parameters during your appraisal. Under all conditions, decisions regarding your performance appraisal, taken by the appraisal committee and/or management will be binding on you.

2] WORKING HOURS AND PLACE OF WORK:

You will be reporting to Vidyadhar Dattatray Mangrulkar . He will be assigned to you as your mentor, who will be supervising your activities and guiding / mentoring you for executing your responsibilities.

Your posting will be at our Pune office, India. However, the Company may direct you to work and reside at such places outside Pune, India as may be required from time to time. Also, the Company may direct and require you to work in any of the Company's affiliated companies, subsidiaries or sister concerns and to undertake such other duties as the Company may lawfully require. The working hours will be governed by the company's HR manual. There may be requirement sometimes to work beyond scheduled working hours due to exigencies of the company at no extra cost.

3] PROBATION:

3.1 You will be on probation for a period of 6(six) months (Hereinafter referred to as the "Probation period"). During the probation period, your performance, attendance, discipline, behavior, relationship with superiors and subordinates, among other things shall be closely assessed by the company, based on which the company may extend the probation, confirm or terminate the appointment accordingly. In this regard, the company's decision shall be final and binding upon you.

3.2 You shall not have any lien on the job or post for which you are being trained nor shall have any claim to be appointed against permanency or regular vacancy, if so accrues.

**Registered Office: Office No.201 & 204, 2nd Floor, Pride House, Near University Circle, Chaturringi,
Shivaji Nagar, Pune-411016**

Email: care@screen-magic.com | CIN: U72900PN2008PTC185556

Website: www.screen-magic.com

3.3 You shall not undergo training / probation or work with any other entity during your training/ probation period with the company.

3.4 You may resign from service, by giving a prior written notice. The period of notice to be served before such resignation becomes effectual is 30(thirty) days. In case of failure of employee to serve notice, he/she shall be liable to pay an amount equivalent to 30(thirty) days Gross Salary in lieu of notice period

4] CONFIRMATION OF SERVICE:

4.1 On successful completion of your probation period or any extension thereof, your service will be confirmed by providing a "**Confirmation Letter**" in writing and until such confirmation you will be deemed to be on probation.

4.2 In case of resignation, the period of notice to be served after completion of your probation period will be 60 days.

4.3 You shall not undergo training and/or probation or work with any other entity during your employment with the company.

5] DEPUTATION/TRANSFER:

You may be deputed or transferred to any other office of the company in India or abroad, if necessary. At the time of transfer, you will be placed appropriate grade and scale applicable at the place of transfer, keeping in view that your existing salary and grade are not reduced. In the event that you are given an overseas posting, you will be required to sign an additional agreement and/or bond as per requirement of the Company.

6] INTELLECTUAL PROPERTY RIGHTS:

For the purpose of this clause, '**Intellectual Property**' shall mean and include trademark, patents, design and copyright owned by the company.

You hereby acknowledge and agree that:

1. The company shall be entitled to all right, title and interest in every intellectual property that may be developed and/or created by you during the subsistence of your employment with us.
2. All existing and/or future intellectual property that the company owns and possesses shall remain under the sole and exclusive ownership of the company and merely granting an access and/or allowing you, to work upon or further develop such intellectual property shall not be construed as granting any sort of license, assignment or creating any right or interest or co-ownership to you in respect of the said intellectual property or any improvement thereon.
3. During the period of your appointment and even thereafter, you shall not at any time either directly or indirectly:
 - i. Use the intellectual property rights of the company unless otherwise specifically authorized
 - ii. Communicate to any unauthorized person about any intellectual property rights concerning the company's business, thereby causing loss to the company.
 - iii. Print, copy, possess or take away any documents or data pertaining to the intellectual property of the company other than as necessary in the course of his duties.
4. If you become aware of infringement of company's intellectual property by any of the company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the company about the same and give the company all reasonable assistance in connection with any proceedings which the company may institute against any such persons.
5. The provisions of this clause shall survive the cessation or termination of your employment with us.

7] UNDERTAKINGS:

You hereby undertake to the company that:

7.1 All the representations made by you with respect to the academic qualifications and/or experience are absolutely true and correct.

7.2 Service will be provided in a timely and professional manner and in accordance with the time schedules reasonably stipulated by the company. Your service shall be in conformity with the standards generally observed in the company for similar services and will be provided with reasonable skills and care;

7.3 You shall not, without the prior written consent of the company, accept any commission, salary, gift, other financial or material benefit or inducement from any customers, suppliers, consultants, or vendors past, existing or potential.

7.4 You will not distribute unwarranted copies of confidential information to any of company's Supplier/sub-contractor/consultants/customers, potential customers or any unauthorized party.

8] SERVICE RULES:

8.1 In addition to the terms and conditions mentioned in this Appointment Letter, the Employment Agreement, HR Manual, and any other notification and/or attachment sent electronically is/are binding on you. Such attachments, notifications shall be treated as implied terms and conditions of your appointment and any violation of the same shall amount to breach of the appointment letter.

8.2 The company shall have every right to recover from you all damages (whether direct or exemplary and liquidated or not) caused due to the willful breach by you of the policies of the Company, during the period of your appointment hereunder.

9] TERMINATION:

9.1 The company shall have the right to terminate your services during Probation Period without assigning any reason, with one (1) month prior written notice as per the Discretion of the Company, and 60 (sixty) days prior notice to you in case your Employment is confirmed with us. In case of failure of employee to serve notice, he/she shall be liable to pay an amount equivalent to 60(Sixty) days Gross Salary in lieu of notice period.

9.2 In the event of company having a reasonable ground to believe that you are guilty of misconduct, fraud, dishonest act, misappropriation of money, interference, insubordination, unauthorized absence, data theft, confidential information leakage, negligence, incorrect or false information, gross and/or willful under performance, found competing with the company or its Affiliates, interacting with the clients, ex-employees of the company or its Affiliates for any unlawful gains or with any other ulterior motives that causes any loss to the company or has committed any breach of the provisions of this letter or employment agreement or any policy/ HR Manual of the company, the Company shall have a right to terminate your employment services immediately without giving any notice or any monetary compensation.

Please sign this letter in acknowledgment of your acceptance of the above terms and conditions of your employment.

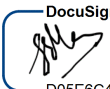
We welcome you to our company and are sure that your joining us will enhance our mutual interests.

Wish you a happy association with our Company.

CTC Breakup :

Yearly Salary Components	Amount (INR)
Basic	1,44,000
House Rent Allowance	57,600
Leave Travel Allowance	12,000
Telephone/Internet Exp. Reimbursement	24,000
Food Coupon	24,000
Uniform Allowance	12,000
Flexible Benefit Package	64,800
Yearly Gross	3,38,400
PF Employer Contribution *	21,600
Fixed CTC	3,60,000
Gratuity	6,926
Group Health Insurance Premium	3,000
Variable Pay/Incentive***	72,000
Total CTC	4,41,926

For Screen Magic Mobile Media Pvt Ltd

DocuSigned by:

D05E6C46D7CA4E0...

Mr. Sandip More
CTO & Co-founder

I have read, understood, and accepted out of my own free will, the terms and conditions mentioned aforesaid.

Sign : Place : Pune

Name : Vidhi Raju Kala Date :

