

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

Placement Dept. <placements@isquareit.edu.in>
To: allstudents@students.isquareit.edu.in
Bcc: allstaff@isquareit.edu.in

23 July 2019 at 12:00

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 Pali	GET(II)	Computer Science	Level 2
4	Aditi Pise	GET(I)	Information Technology	Level-1
5	Ali Saheeb-Tiwala	GET(I)	Computer Science	Level-1
6	Jaharwi Mehariya	GET(I)	Computer Science	Level-1
7	Hulasi Khirwasara	GET(I)	Computer Science	Level-1

Best Wishes
Team Placements

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

Dear Adesh,

Greetings from IIT !!!

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).

Date: August 21, 2019

Ref: LTI/HR/Campus/2020

Name: Niranjan Pai

College: International Institute of Information Technology (I2IT), Pune

OFFER OF EMPLOYMENT

Dear Niranjan Pai,

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

During the initial training period of 12 months, your CTC including all benefits will be Rs.5,00,000/- as per the details mentioned in 'Annexure-1'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs. 2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

Fwd: Final Selects - NICE SYSTEMS

2 messages

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

6 December 2019 at 13:22

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

Bcc: allstaff@isquareit.edu.in

Congrats Shubham Shirsat, Ajinkya Dharashiv & Vikas Dhiman BE COMP for being selected at NICE SYSTEMS.

Best Wishes
Team Placements

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


Below are the shortlisted students -


1. Shubham Shirsat
2. Ajinkya Dharashive
3. Vikas Dhiman


MONICA TIWARI


Specialist Recruiter
NICE


7 attachments

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NICE

Creating perfect experiences! >>>  image006.jpg 12K

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

6 December 2019 at 17:47

To: Balappa B <balappab@isquareit.edu.in>

fyi...

Forwarded message

From: **Monica Tiwari** <Monica.Tiwari@nice.com>
Date: Fri, 6 Dec 2019, 13:04
Subject: Final Selects
To: Adesh Patwardhan <adeshp@isquareit.edu.in>

Hi Adesh:


Below are the shortlisted students -


1. Shubham Shirsat
2. Ajinkya Dharashive
3. Vikas Dhiman


MONICA TIWARI


Specialist Recruiter
NICE
(T) +91 20 4291 4025
(M) +91 91 8869 4055
monica.tiwari@nice.com
www.nice.com

6 attachments

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July 21, 2020

Mr. Shubham Shirsat,
B/7, Dnyanganga Apartment, Behind Civil Court,
Rajgurunagar, Pune- 410505

Dear Shubham,

We take pleasure in offering you the position of Associate Professional Services 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 Professional Services 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

NICE

July 21, 2020

Mr. Amit Kulkarni,
2, Building No 4, Siddhagautam Housing Society,
Dwarka, Nashik- 422011

Dear Amit,

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.

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c) Place of work

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August 10, 2020

Mr. Priyankan Kumar,
A1/401, Goodwill Orchids,
Dhanori, Pune- 411015

Dear Priyankan,

We take pleasure in offering you the position of Associate Cloud Security 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 Cloud Security 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.

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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

Mr. Shashank Bhatnagar,
Flat No-202, B Building, Katepuram Phase 1,
Pimple Gurav, Pune- 411061

Dear Shashank,

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.
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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

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July 30, 2020

Mr. Vikas Dhiman,
Shahzadpur Majra,
Shahzadpur, Ambala,
Haryana - 134202

Dear Vikas,

We take pleasure in offering you the position of Associate Technical Services 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.

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- a) You shall be appointed as Associate Technical Services 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.
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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



July 21, 2020

Ms. Shruti Sinha,
RH-3, Cinderella, Yogi Park,
Baner Pune- 411045

Dear Shruti,

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

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Offer Letter

Ref No: Aug 19/TECH/TECH/PUN/1333

Date: 17-Aug-19

To Mr. Sudhanshu Kulkarnia
Pune

Subject: Offer Letter

Dear Sudhanshu Kulkarnia,

We are pleased to offer you the position of **Engineer with ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following Terms and conditions:

1. Date of Commencement:

Your Date of Appointment will be **13-Jul-20**.

2. Position and Reporting Structure:

You will be performing the role of **Engineer** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

4. Compensation:

Your Annual gross compensation will be **Rs. 6,00,000(Rupees Six Lacs Only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of Rs.5,00,000 family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of Rs.30,00,000
3. Accidental disability benefit of Rs.10,00,000

5. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

6. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

7. Expenses:

You will be reimbursed authorized expenses that you incur on company business and towards local business conveyance. A guiding principle in citing such expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses incurred on behalf of the company. Authorization of Business expenses will be as per prevailing company policy.

8. Leave:**Annual Leave (AL)**

- You will be eligible for 20 days Annual Leave
- You will accrue 5 leaves per quarter. These 5 leaves will be credited to employee's leave balance at the beginning of every quarter in advance
- An employee serving notice cannot avail any leaves during notice period. Leaves cannot be adjusted against notice period
- At the end of every leave year a maximum of 10 un-utilized leaves can be carried forward. Balance ALs will get lapsed
- Un-utilized ALs will be encashed only at the time of Full and Final settlement

Sick Leave (SL)

- You will be eligible for 5 days sick leaves every year. SL cannot be carried forward to the next year. SL cannot be encashed.

9. Absence without Notice:

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in termination of your employment without any notice unless you

- Return to work within 3 days from the commencement of such absence, and
- Provide satisfactory explanation to management regarding such absence

10. Posting and Transfer:

Your services are liable to be transferred, at the sole discretion of management, in such other capacity as the company may determine, to any department, location, associate concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the terms and conditions of the service applicable at the new placement location.

11. Termination of Employment:

- a) Your services may be terminated on either side by giving a 3 months notice
- b) In the event the termination with notice is at the instance of the employee, the company at its sole discretion reserves the right to relieve the employee on any date during the notice period by waving the notice period in full or part without paying any amount towards the balance notice period
- c) At the sole discretion of the company your services are liable to be terminated without any notice or salary in lieu thereof in the event of breach of the terms and conditions of this letter and the annexure thereto, including refusal of transfer or you being involved in violation of any of the company's rules, policies, services regulations, code of conduct, or any offence which may or may not be directly connected with the business of the company and for such act the company shall not be held liable under any circumstances and provisions. The company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions bring bad name and/or disrepute to the company.
- d) This offer is subject to your successful completion of **B.E (Bachelor Of Engineering)** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **B.E (Bachelor Of Engineering)** program this offer shall automatically stand withdrawn.

e) Or Any of the below reasons

- a. Your breach of any of these terms or any other agreement signed by you with the Company, or
- b. Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c. The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d. The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
- e. Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
- f. Your failure to comply with the instructions specified in Schedule 1 hereto, or
- g. Your Unauthorized absence from work; or
- h. Your insubordination; or
- i. Your misconduct

12. Full-Time Employment:

Your position from the date of joining is a full time employment with the company and you shall devote yourself exclusively to the business and interest of the company. You will not take up any other remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/ debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company.

13. Confidentiality:

For the purpose of this clause, "Confidential Information" means all information relating to the business affairs and finances of the Company and its group companies and trade secrets, including without limitation technical data and know-how, relating to the business of the company or it's group companies, whether in a tangible or intangible form. You shall not during the continuance of your employment with the company, or at any time thereafter, divulge or disclose to any third person whomsoever, or make any use of your own or for whatever purpose confidential information regarding the company's affairs or administration or research carried out, whether the same is confided to you, obtained by you during employment with the company, or otherwise and you shall during the continuance of your employment hereunder also use your best endeavours to prevent any other person from doing so. In case of any breach or default by you of the obligation mentioned, your employment may be terminated by the company with immediate effect.

14. Intellectual Property:

If you conceive any new or advanced mention of improving designed/ process/ formulae/ system, etc. in relation to the business/operation of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/property of the company.

15. Non compete requirements:

You agree to not pursue employment or business alliance with any organization that is in direct or indirect competition of the Company up to 1 year from your separation from the Company. This will include companies in the domain of transportation services and transportation technology development. You agree to not divulge Company's trade secrets with such organizations during and after your employment termination with the company. The Company reserves the right of civil and criminal proceedings in case of violation of this clause.

16. Background verification:

Your employment will be subject to background verification of the documents, employment history and the facts you have shared. Any discrepancies arising out such verification will have to be explained. Company reserves the right of appropriate action, including termination of the employment, in case of material difference between the facts you provide and the verified facts.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning a signed copy of this letter for our records.

Kindly Submit the following documents within 7 days from the date of this letter, failing which this offer letter will be treated as withdrawn.

- Identification proof
- Address proof
- Photocopies of educational certificates
- Photocopies of work experience certificates
- Three passport size Photo
- Release and appointment letter of Previous employer
- Salary slip of last three month
- Employee's PF A/c Number
- Bank Account Details with cancelled check

We welcome you to our organization and look forward to your contribution to the growth of the organization.

Yours Faithfully
For ElasticRun



Authorised Signatory

Offer Letter

Ref No: Aug 19/TECH/TECH/PUN/1327

Date: 17-Aug-19

To Ms. Deepti Prasad
Pune

Subject: Offer Letter

Dear Deepti Prasad,

We are pleased to offer you the position of **Engineer** with ElasticRun ("Company"/"Organization") at Pune ("Base City") on the following Terms and conditions:

1. Date of Commencement:

Your Date of Appointment will be **13-Jul-20**.

2. Position and Reporting Structure:

You will be performing the role of **Engineer** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

4. Compensation:

Your Annual gross compensation will be **Rs. 6,00,000(Rupees Six Lacs Only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of Rs.5,00,000 family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of Rs.30,00,000
3. Accidental disability benefit of Rs.10,00,000

5. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

6. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

7. Expenses:

You will be reimbursed authorized expenses that you incur on company business and towards local business conveyance. A guiding principle in citing such expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses incurred on behalf of the company. Authorization of Business expenses will be as per prevailing company policy.

8. Leave:**Annual Leave (AL)**

- You will be eligible for 20 days Annual Leave
- You will accrue 5 leaves per quarter. These 5 leaves will be credited to employee's leave balance at the beginning of every quarter in advance
- An employee serving notice cannot avail any leaves during notice period. Leaves cannot be adjusted against notice period
- At the end of every leave year a maximum of 10 un-utilized leaves can be carried forward. Balance ALs will get lapsed
- Un-utilized ALs will be encashed only at the time of Full and Final settlement

Sick Leave (SL)

- You will be eligible for 5 days sick leaves every year. SL cannot be carried forward to the next year. SL cannot be encashed.

9. Absence without Notice:

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in termination of your employment without any notice unless you

- Return to work within 3 days from the commencement of such absence, and
- Provide satisfactory explanation to management regarding such absence

10. Posting and Transfer:

Your services are liable to be transferred, at the sole discretion of management, in such other capacity as the company may determine, to any department, location, associate concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the terms and conditions of the service applicable at the new placement location.

11. Termination of Employment:

- a) Your services may be terminated on either side by giving a 3 months notice
- b) In the event the termination with notice is at the instance of the employee, the company at its sole discretion reserves the right to relieve the employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period
- c) At the sole discretion of the company your services are liable to be terminated without any notice or salary in lieu thereof in the event of breach of the terms and conditions of this letter and the annexure thereto, including refusal of transfer or you being involved in violation of any of the company's rules, policies, services regulations, code of conduct, or any offence which may or may not be directly connected with the business of the company and for such act the company shall not be held liable under any circumstances and provisions. The company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions bring bad name and/or disrepute to the company.
- d) This offer is subject to your successful completion of **B.E (Bachelor Of Engineering)** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **B.E (Bachelor Of Engineering)** program this offer shall automatically stand withdrawn.

e) Or Any of the below reasons

- a. Your breach of any of these terms or any other agreement signed by you with the Company, or
- b. Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c. The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d. The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
- e. Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
- f. Your failure to comply with the instructions specified in Schedule 1 hereto, or
- g. Your Unauthorized absence from work; or
- h. Your insubordination; or
- i. Your misconduct

12. Full-Time Employment:

Your position from the date of joining is a full time employment with the company and you shall devote yourself exclusively to the business and interest of the company. You will not take up any other remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/ debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company.

13. Confidentiality:

For the purpose of this clause, "Confidential Information" means all information relating to the business affairs and finances of the Company and its group companies and trade secrets, including without limitation technical data and know-how, relating to the business of the company or it's group companies, whether in a tangible or intangible form. You shall not during the continuance of your employment with the company, or at any time thereafter, divulge or disclose to any third person whomsoever, or make any use of your own or for whatever purpose confidential information regarding the company's affairs or administration or research carried out, whether the same is confided to you, obtained by you during employment with the company, or otherwise and you shall during the continuance of your employment hereunder also use your best endeavours to prevent any other person from doing so.

In case of any breach or default by you of the obligation mentioned, your employment may be terminated by the company with immediate effect.

14. Intellectual Property:

If you conceive any new or advanced mention of improving designed/ process/ formulae/ system, etc. in relation to the business/operation of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/property of the company.

15. Non compete requirements:

You agree to not pursue employment or business alliance with any organization that is in direct or indirect competition of the Company up to 1 year from your separation from the Company. This will include companies in the domain of transportation services and transportation technology development. You agree to not divulge Company's trade secrets with such organizations during and after your employment termination with the company. The Company reserves the right of civil and criminal proceedings in case of violation of this clause.

16. Background verification:

Your employment will be subject to background verification of the documents, employment history and the facts you have shared. Any discrepancies arising out such verification will have to be explained. Company reserves the right of appropriate action, including termination of the employment, in case of material difference between the facts you provide and the verified facts.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning a signed copy of this letter for our records.

Kindly Submit the following documents within 7 days from the date of this letter, failing which this offer letter will be treated as withdrawn.

- Identification proof
- Address proof
- Photocopies of educational certificates
- Photocopies of work experience certificates
- Three passport size Photo
- Release and appointment letter of Previous employer
- Salary slip of last three month
- Employee's PF A/c Number
- Bank Account Details with cancelled check

We welcome you to our organization and look forward to your contribution to the growth of the organization.

Yours Faithfully
For ElasticRun



Authorised Signatory

Offer Letter

Ref No: Aug 19/TECH/TECH/PUN/1328

Date: 17-Aug-19

To Mr. Nishant Dalvi
Pune

Subject: Offer Letter

Dear Nishant Dalvi,

We are pleased to offer you the position of **Engineer** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following Terms and conditions:

1. Date of Commencement:

Your Date of Appointment will be **13-Jul-20**.

2. Position and Reporting Structure:

You will be performing the role of **Engineer** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

4. Compensation:

Your Annual gross compensation will be **Rs. 6,00,000(Rupees Six Lacs Only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of Rs.5,00,000 family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of Rs.30,00,000
3. Accidental disability benefit of Rs.10,00,000

5. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (individual and company) performance and results.

6. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

7. Expenses:

You will be reimbursed authorized expenses that you incur on company business and towards local business conveyance. A guiding principle in citing such expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses incurred on behalf of the company. Authorization of Business expenses will be as per prevailing company policy.

8. Leave:**Annual Leave (AL)**

- You will be eligible for 20 days Annual Leave
- You will accrue 5 leaves per quarter. These 5 leaves will be credited to employee's leave balance at the beginning of every quarter in advance
- An employee serving notice cannot avail any leaves during notice period. Leaves cannot be adjusted against notice period
- At the end of every leave year a maximum of 10 un-utilized leaves can be carried forward. Balance ALs will get lapsed
- Un-utilized ALs will be encashed only at the time of Full and Final settlement

Sick Leave (SL)

- You will be eligible for 5 days sick leaves every year. SL cannot be carried forward to the next year. SL cannot be encashed.

9. Absence without Notice:

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in termination of your employment without any notice unless you

- Return to work within 3 days from the commencement of such absence, and
- Provide satisfactory explanation to management regarding such absence

10. Posting and Transfer:

Your services are liable to be transferred, at the sole discretion of management, in such other capacity as the company may determine, to any department, location, associate concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the terms and conditions of the service applicable at the new placement location.

11. Termination of Employment:

- a) Your services may be terminated on either side by giving a 3 months notice
- b) In the event the termination with notice is at the instance of the employee, the company at its sole discretion reserves the right to relieve the employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period
- c) At the sole discretion of the company your services are liable to be terminated without any notice or salary in lieu thereof in the event of breach of the terms and conditions of this letter and the annexure thereto, including refusal of transfer or you being involved in violation of any of the company's rules, policies, services regulations, code of conduct, or any offence which may or may not be directly connected with the business of the company and for such act the company shall not be held liable under any circumstances and provisions. The company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions bring bad name and/or disrepute to the company.
- d) This offer is subject to your successful completion of B.E (Bachelor Of Engineering) program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the B.E (Bachelor Of Engineering) program this offer shall automatically stand withdrawn.

e) Or Any of the below reasons

- a. Your breach of any of these terms or any other agreement signed by you with the Company, or
- b. Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c. The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d. The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
- e. Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
- f. Your failure to comply with the instructions specified in Schedule 1 hereto, or
- g. Your Unauthorized absence from work; or
- h. Your insubordination; or
- i. Your misconduct

12. Full-Time Employment:

Your position from the date of joining is a full time employment with the company and you shall devote yourself exclusively to the business and interest of the company. You will not take up any other remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/ debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company.

13. Confidentiality:

For the purpose of this clause, "Confidential Information" means all information relating to the business affairs and finances of the Company and its group companies and trade secrets, including without limitation technical data and know-how, relating to the business of the company or it's group companies, whether in a tangible or intangible form. You shall not during the continuance of your employment with the company, or at any time thereafter, divulge or disclose to any third person whomsoever, or make any use of your own or for whatever purpose confidential information regarding the company's affairs or administration or research carried out, whether the same is confided to you, obtained by you during employment with the company, or otherwise and you shall during the continuance of your employment hereunder also use your best endeavours to prevent any other person from doing so.

In case of any breach or default by you of the obligation mentioned, your employment may be terminated by the company with immediate effect.

14. Intellectual Property:

If you conceive any new or advanced mention of improving designed/ process/ formulae/ system, etc. in relation to the business/operation of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/property of the company.

15. Non compete requirements:

You agree to not pursue employment or business alliance with any organization that is in direct or indirect competition of the Company up to 1 year from your separation from the Company. This will include companies in the domain of transportation services and transportation technology development. You agree to not divulge Company's trade secrets with such organizations during and after your employment termination with the company. The Company reserves the right of civil and criminal proceedings in case of violation of this clause.

16. Background verification:

Your employment will be subject to background verification of the documents, employment history and the facts you have shared. Any discrepancies arising out such verification will have to be explained. Company reserves the right of appropriate action, including termination of the employment, in case of material difference between the facts you provide and the verified facts.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning a signed copy of this letter for our records.

Kindly Submit the following documents within 7 days from the date of this letter, failing which this offer letter will be treated as withdrawn.

- Identification proof
- Address proof
- Photocopies of educational certificates
- Photocopies of work experience certificates
- Three passport size Photo
- Release and appointment letter of Previous employer
- Salary slip of last three month
- Employee's PF A/c Number
- Bank Account Details with cancelled check

We welcome you to our organization and look forward to your contribution to the growth of the organization.

Yours Faithfully
For ElasticRun



Authorised Signatory

Offer Letter

Ref No: Aug 19/TECH/TECH/PUN/1329

Date: 17-Aug-19

To Mr. Fenil Mehta
Pune

Subject: Offer Letter

Dear Fenil Mehta,

We are pleased to offer you the position of **Engineer with ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following Terms and conditions:

1. Date of Commencement:

Your Date of Appointment will be **13-Jul-20**.

2. Position and Reporting Structure:

You will be performing the role of **Engineer** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

4. Compensation:

Your Annual gross compensation will be **Rs. 6,00,000(Rupees Six Lacs Only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of Rs.5,00,000 family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of Rs.30,00,000
3. Accidental disability benefit of Rs.10,00,000

5. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

6. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

7. Expenses:

You will be reimbursed authorized expenses that you incur on company business and towards local business conveyance. A guiding principle in citing such expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses incurred on behalf of the company. Authorization of Business expenses will be as per prevailing company policy.

8. Leave:**Annual Leave (AL)**

- You will be eligible for 20 days Annual Leave
- You will accrue 5 leaves per quarter. These 5 leaves will be credited to employee's leave balance at the beginning of every quarter in advance
- An employee serving notice cannot avail any leaves during notice period. Leaves cannot be adjusted against notice period
- At the end of every leave year a maximum of 10 un-utilized leaves can be carried forward. Balance ALs will get lapsed
- Un-utilized ALs will be encashed only at the time of Full and Final settlement

Sick Leave (SL)

- You will be eligible for 5 days sick leaves every year. SL cannot be carried forward to the next year. SL cannot be encashed.

9. Absence without Notice:

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in termination of your employment without any notice unless you

- Return to work within 3 days from the commencement of such absence, and
- Provide satisfactory explanation to management regarding such absence

10. Posting and Transfer:

Your services are liable to be transferred, at the sole discretion of management, in such other capacity as the company may determine, to any department, location, associate concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the terms and conditions of the service applicable at the new placement location.

11. Termination of Employment:

- a) Your services may be terminated on either side by giving a 3 months notice
- b) In the event the termination with notice is at the instance of the employee, the company at its sole discretion reserves the right to relieve the employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period
- c) At the sole discretion of the company your services are liable to be terminated without any notice or salary in lieu thereof in the event of breach of the terms and conditions of this letter and the annexure thereto, including refusal of transfer or you being involved in violation of any of the company's rules, policies, services regulations, code of conduct, or any offence which may or may not be directly connected with the business of the company and for such act the company shall not be held liable under any circumstances and provisions. The company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions bring bad name and/or disrepute to the company.
- d) This offer is subject to your successful completion of B.E (Bachelor of Engineering) program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the B.E (Bachelor of Engineering) program this offer shall automatically stand withdrawn.

- e) Or Any of the below reasons
- a. Your breach of any of these terms or any other agreement signed by you with the Company, or
 - b. Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
 - c. The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
 - d. The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
 - e. Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f. Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g. Your Unauthorized absence from work; or
 - h. Your insubordination; or
 - i. Your misconduct

12. Full-Time Employment:

Your position from the date of joining is a full time employment with the company and you shall devote yourself exclusively to the business and interest of the company. You will not take up any other remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/ debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company.

13. Confidentiality:

For the purpose of this clause, "Confidential Information" means all information relating to the business affairs and finances of the Company and its group companies and trade secrets, including without limitation technical data and know-how, relating to the business of the company or it's group companies, whether in a tangible or intangible form. You shall not during the continuance of your employment with the company, or at any time thereafter, divulge or disclose to any third person whomsoever, or make any use of your own or for whatever purpose confidential information regarding the company's affairs or administration or research carried out, whether the same is confided to you, obtained by you during employment with the company, or otherwise and you shall during the continuance of your employment hereunder also use your best endeavours to prevent any other person from doing so.

In case of any breach or default by you of the obligation mentioned, your employment may be terminated by the company with immediate effect.

14. Intellectual Property:

If you conceive any new or advanced mention of improving designed/ process/ formulae/ system, etc. in relation to the business/operation of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/property of the company.

15. Non compete requirements:

You agree to not pursue employment or business alliance with any organization that is in direct or indirect competition of the Company up to 1 year from your separation from the Company. This will include companies in the domain of transportation services and transportation technology development. You agree to not divulge Company's trade secrets with such organizations during and after your employment termination with the company. The Company reserves the right of civil and criminal proceedings in case of violation of this clause.

16. Background verification:

Your employment will be subject to background verification of the documents, employment history and the facts you have shared. Any discrepancies arising out such verification will have to be explained. Company reserves the right of appropriate action, including termination of the employment, in case of material difference between the facts you provide and the verified facts.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning a signed copy of this letter for our records.

Kindly Submit the following documents within 7 days from the date of this letter, failing which this offer letter will be treated as withdrawn.

- Identification proof
- Address proof
- Photocopies of educational certificates
- Photocopies of work experience certificates
- Three passport size Photo
- Release and appointment letter of Previous employer
- Salary slip of last three month
- Employee's PF A/c Number
- Bank Account Details with cancelled check

We welcome you to our organization and look forward to your contribution to the growth of the organization.

Yours Faithfully
For ElasticRun



Authorized Signatory

Offer Letter

Ref No: Aug 19/TECH/TECH/PUN/1331

Date: 17-Aug-19

To Mr. Jayan Vinod
Pune

Subject: Offer Letter

Dear Jayan Vinod,

We are pleased to offer you the position of **Engineer** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following Terms and conditions:

1. Date of Commencement:

Your Date of Appointment will be **13-Jul-20**.

2. Position and Reporting Structure:

You will be performing the role of **Engineer** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

4. Compensation:

Your Annual gross compensation will be **Rs. 6,00,000(Rupees Six Lacs Only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of Rs.5,00,000 family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of Rs.30,00,000
3. Accidental disability benefit of Rs.10,00,000

5. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

6. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

7. Expenses:

You will be reimbursed authorized expenses that you incur on company business and towards local business conveyance. A guiding principle in citing such expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses incurred on behalf of the company. Authorization of Business expenses will be as per prevailing company policy.

8. Leave:**Annual Leave (AL)**

- You will be eligible for 20 days Annual Leave
- You will accrue 5 leaves per quarter. These 5 leaves will be credited to employee's leave balance at the beginning of every quarter in advance
- An employee serving notice cannot avail any leaves during notice period. Leaves cannot be adjusted against notice period
- At the end of every leave year a maximum of 10 un-utilized leaves can be carried forward. Balance ALs will get lapsed
- Un-utilized ALs will be encashed only at the time of Full and Final settlement

Sick Leave (SL)

- You will be eligible for 5 days sick leaves every year. SL cannot be carried forward to the next year. SL cannot be encashed.

9. Absence without Notice:

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in termination of your employment without any notice unless you

- Return to work within 3 days from the commencement of such absence, and
- Provide satisfactory explanation to management regarding such absence

10. Posting and Transfer:

Your services are liable to be transferred, at the sole discretion of management, in such other capacity as the company may determine, to any department, location, associate concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the terms and conditions of the service applicable at the new placement location.

11. Termination of Employment:

- a) Your services may be terminated on either side by giving a 3 months notice
- b) In the event the termination with notice is at the instance of the employee, the company at its sole discretion reserves the right to relieve the employee on any date during the notice period by waving the notice period in full or part without paying any amount towards the balance notice period
- c) At the sole discretion of the company your services are liable to be terminated without any notice or salary in lieu thereof in the event of breach of the terms and conditions of this letter and the annexure thereto, including refusal of transfer or you being involved in violation of any of the company's rules, policies, services regulations, code of conduct, or any offence which may or may not be directly connected with the business of the company and for such act the company shall not be held liable under any circumstances and provisions. The company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions bring bad name and/or disrepute to the company.
- d) This offer is subject to your successful completion of **B.E (Bachelor Of Engineering)** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **B.E (Bachelor Of Engineering)** program this offer shall automatically stand withdrawn.

e) Or Any of the below reasons

- a. Your breach of any of these terms or any other agreement signed by you with the Company, or
- b. Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c. The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d. The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
- e. Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
- f. Your failure to comply with the instructions specified in Schedule 1 hereto, or
- g. Your Unauthorized absence from work; or
- h. Your insubordination; or
- i. Your misconduct

12. Full-Time Employment:

Your position from the date of joining is a full time employment with the company and you shall devote yourself exclusively to the business and interest of the company. You will not take up any other remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/ debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company.

13. Confidentiality:

For the purpose of this clause, "Confidential Information" means all information relating to the business affairs and finances of the Company and its group companies and trade secrets, including without limitation technical data and know-how, relating to the business of the company or it's group companies, whether in a tangible or intangible form. You shall not during the continuance of your employment with the company, or at any time thereafter, divulge or disclose to any third person whomsoever, or make any use of your own or for whatever purpose confidential information regarding the company's affairs or administration or research carried out, whether the same is confided to you, obtained by you during employment with the company, or otherwise and you shall during the continuance of your employment hereunder also use your best endeavours to prevent any other person from doing so.

In case of any breach or default by you of the obligation mentioned, your employment may be terminated by the company with immediate effect.

14. Intellectual Property:

If you conceive any new or advanced mention of improving designed/ process/ formulae/ system, etc. in relation to the business/operation of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/property of the company.

15. Non compete requirements:

You agree to not pursue employment or business alliance with any organization that is in direct or indirect competition of the Company up to 1 year from your separation from the Company. This will include companies in the domain of transportation services and transportation technology development. You agree to not divulge Company's trade secrets with such organizations during and after your employment termination with the company. The Company reserves the right of civil and criminal proceedings in case of violation of this clause.

16. Background verification:

Your employment will be subject to background verification of the documents, employment history and the facts you have shared. Any discrepancies arising out such verification will have to be explained. Company reserves the right of appropriate action, including termination of the employment, in case of material difference between the facts you provide and the verified facts.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning a signed copy of this letter for our records.

Kindly Submit the following documents within 7 days from the date of this letter, failing which this offer letter will be treated as withdrawn.

- Identification proof
- Address proof
- Photocopies of educational certificates
- Photocopies of work experience certificates
- Three passport size Photo
- Release and appointment letter of Previous employer
- Salary slip of last three month
- Employee's PF A/c Number
- Bank Account Details with cancelled check

We welcome you to our organization and look forward to your contribution to the growth of the organization.

Yours Faithfully
For ElasticRun



Authorised Signatory



ZS Associates India Private Ltd.
Tower A4, DLF World Tech Park
Sector 50, NH-8, Gurgaon - 122002 (HR)
t | +91 124 679 7000
f | +91 124 679 7001
www.zs.com

CONFIDENTIAL

20 April 2020

Jahanvi Mehariya
I2IT, Pune

Dear Jahanvi:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Service Delivery Analyst, to be based in our New Delhi office. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 5,00,000, inclusive of basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. ZS reviews salaries each June, provided you were employed at ZS by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months. For salary details, please refer to Appendix 1.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive, which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

All bonuses are determined at the discretion of ZS, and are subject to standard withholding taxes.

Provident Fund: When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.



ZS Associates India Private Ltd.
World Trade Center, Tower 3, Kharadi
Pune - 411014 (MH)
t | +91 20 6739 5000
f | +91 20 6739 5001
www.zs.com

CONFIDENTIAL

20 April 2020

Hulasi Khinvasara
I2IT, Pune.

Dear Hulasi:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Service Delivery Analyst, to be based in our Pune office. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 5,00,000, inclusive of basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. ZS reviews salaries each June, provided you were employed at ZS by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months. For salary details, please refer to Appendix 1.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive, which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

All bonuses are determined at the discretion of ZS, and are subject to standard withholding taxes.

Provident Fund: When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

Strictly Private and Confidential

5th Dec 2019

Reference No: BTPL/0114/2019

Mr. Farhan Ansari,
Indore

Dear Farhan,

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: _____



SOLUTIONS PVT. LTD.
Ref:285407
Date: December 20, 2019

SEZ Unit 2-7th Floor, IT Building, M/s. Cubix Business Park Pvt. Ltd, SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

Mr Udit Srivastava

C-22/09 Anumala Township Kakrapar Atomic Power Station Dist.: Tapi,
Gujarat,Gujarat
India - 394651.

Dear Udit Srivastava,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade G1.

During your training cum probation period of 12 months, you are entitled to an annual gross compensation package of **Rs.450,000.00 (Rupees Four Lakh Fifty Thousand Only)**the breakup for which is given in Annexure A.

On successful completion of training cum probation period, you will be extended a full-time employment and your grade shall stand revised to G2. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria. Tax liability will be as per Income Tax rules.

LOCATION

The company may require you to work at any of the company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai - 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

HRD/3T/1000585220/20-21

December 1, 2020

Mr. Akhilan P S
Flat No. 7B, Annapurna Building
Anushakti Nagar
Mumbai-400094
India

Ph: +91-9921368372

Dear Akhilan,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature invalid
Digitally signed by Richard Lobo
Date: 2020.12.01 14:25:15T
Reason: Digital Signature
Location: Bangalore

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

Private and Confidential



24th October 2019

Ms. Sushmita Nooka
1826 P, Sector 4, Gymkhanaroad,
Rewari, Haryana- 123401

Subject: Offer for the post of Junior Test Engineer

Dear Sushmita,

Welcome to Zensoft!

It was a pleasure meeting you and we appreciate your interest in exploring a career with Zensoft.

At Zensoft we believe we are unique in several ways and have an opportunity of building a world class company. We look for professionals like you who are keen to partner with us for the future growth of the organization. In return we commit to providing you with a platform to grow and fulfil your personal and professional goals.

We are pleased to offer you the position of Junior Test Engineer with Zensoft Services Private Limited on the terms and conditions mentioned below:

This offer of employment is contingent upon fulfilment of the following:

- Minimum marks scored from 10th until the Graduation should be 55% or above.
- Periodic training and assignments will be given to you as required by us and the Appointment letter will be issued upon your successful completion of same.

You will be on **probation for 6 months** from your date of joining. Based on your performance during the probation period you will be confirmed as regular employee of the company or probation may be extended or your services may be discontinued in case of unsatisfactory performance. A formal communication with respect to probation will be shared at the end of the probation period. During probation you will be entitled to **1 earned leave for every month** of continued employment. On confirmation, the standard leave policy of the company will be applicable.

Your annual gross salary will be **INR 3,50,000 Per annum**. You are expected to treat this information and any changes made therein from time to time as personal and confidential.

This offer of employment is contingent upon you clearing the background verification process that the organisation conducts for every employee.

You are required to report to the Company's office located at **6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Pune, India, Maharashtra 411001** from **1st July 2020** and complete the joining formalities. You are required to get copies and originals of all the documents as per Annexure-A herein.

Private and Confidential



Should you fail to report to the Company on the Joining Date, this offer shall automatically stand withdrawn, unless the Joining Date is extended with the prior approval of the Company and communicated to you in writing. The Company shall have a right to revoke this offer, at any time, without stating any reason, before the execution of the Appointment Letter by you.

We look forward to you joining us!

Please endorse your acceptance by duly signing the duplicate copy of this letter on all the sheets at the bottom right corner.

For, Zensoft Services Pvt. Ltd.

Keerti Jagdale
Manager Talent Acquisition

(Sushmita Nooka)

Private and Confidential

24th October 2019

Ms. Pratiksha Bagate
At post Pabal, Tal Shirur
Dist Pune - 412403

Subject: Offer for the post of Junior Test Engineer

Dear Pratiksha,

Welcome to Zensoft!

It was a pleasure meeting you and we appreciate your interest in exploring a career with Zensoft.

At Zensoft we believe we are unique in several ways and have an opportunity of building a world class company. We look for professionals like you who are keen to partner with us for the future growth of the organization. In return we commit to providing you with a platform to grow and fulfil your personal and professional goals.

We are pleased to offer you the position of **Junior Test Engineer with Zensoft Services Private Limited** on the terms and conditions mentioned below:

This offer of employment is contingent upon fulfilment of the following:

- Minimum marks scored from 10th until the Graduation should be 55% or above.
- Periodic training and assignments will be given to you as required by us and the Appointment letter will be issued upon your successful completion of same.

You will be on **probation for 6 months** from your date of joining. Based on your performance during the probation period you will be confirmed as regular employee of the company or probation may be extended or your services may be discontinued in case of unsatisfactory performance. A formal communication with respect to probation will be shared at the end of the probation period. During probation you will be entitled to **1 earned leave for every month** of continued employment. On confirmation, the standard leave policy of the company will be applicable.

Your annual gross salary will be INR 3,50,000 Per annum. You are expected to treat this information and any changes made therein from time to time as personal and confidential.

This offer of employment is contingent upon you clearing the **background verification process** that the organisation conducts for every employee.

You are required to report to the Company's office located at **6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Pune, India, Maharashtra 411001** from **1st July 2020** and complete the joining formalities. You are required to get copies and originals of all the documents as per Annexure-A herein.

Private and Confidential

Should you fail to report to the Company on the Joining Date, this offer shall automatically stand withdrawn, unless the Joining Date is extended with the prior approval of the Company and communicated to you in writing. The Company shall have a right to revoke this offer, at any time, without stating any reason, before the execution of the Appointment Letter by you.

We look forward to you joining us!

Please endorse your acceptance by duly signing the duplicate copy of this letter on all the sheets at the bottom right corner.

For, Zensoft Services Pvt. Ltd.

Keerti Jagdale
Manager Talent Acquisition

(Pratiksha Bagate)

Registered Office / Urse Plant
Finolex Industries Limited
Gat No. 399, Village Urse, Tal.-Maval,
Dist. Pune 410 506, Maharashtra, India
CIN L40108PN1981PLC024153

Tel +91 2114 237251 / 237253
Toll Free 1800 200 3486
Fax +91 2114 237252
Email investors@finolexind.com
Web finolexwater.com



Date: - 19/Nov/2019

To,

Placement officer,
International Institute of Information Technology,
P-14, Phase I, Hinjewadi Rajiv Gandhi Infotech Park,
Hinjewadi, Pune, Maharashtra 411057.

Subject: - Offer Letter.

Dear Mr. Adesh,

We are very much thankful for all courtesies extended to us during placement process with I Square IT.

We are happy to inform you that after undergoing our process of recruitment, we have shortlisted following students:-

1. Mr. Ashwin Patil
2. Ms. Rituja Mahale
3. Ms. Supriya More.

We are giving details of Compensation and training details which is as follows:-

Position

Finolex Industries Ltd is offering a position of Corporate Executive Trainee (CET) and candidates will be starting their training as below.

Mr. Ashwin Patil has been selected in Technical training department in Urse.
Ms. Supriya More has been selected in Sales Department in Corporate office
Ms. Rituja Mahale has been selected in PPC department. in Corporate.

The above department is indicative and these candidates will be rotated with other departments based on Organization needs.

Period

The training period is for one year. During review of candidates, if it is found that candidate is not performing up to expected level then Management is having authority to extend/ terminate training period.

Corporate Office
Finolex Industries Limited
D-1 / 10, M.I.D.C.
Chinchwad, Pune 411 019
Maharashtra, India

Tel +91 20 27408200
Fax +91 20 27489000
Email care@finolexwater.com
Web finolexwater.com



Registered Office / Urse Plant
Finolex Industries Limited
Gat No. 399, Village Urse, Tal.-Maval,
Dist. Pune 410 506, Maharashtra, India
CIN L40108PN1981PLC024153

Tel +91 2114 237251 / 237253
Toll Free 1800 200 3466
Fax +91 2114 237252
Email investors@finolexind.com
Web finolexwater.com



Compensation and Salary

We will be offering salary of Rs. 2.50 Lakh (Rs. Two Lacs fifty thousand only) per year to each trainee during his training period.

Retention Bonus

In addition to above compensation, each trainee will be given Rs. 50,000 (Rs. Fifty thousand) on successful completion of training.

Confirmation

On completion of the training and on the basis of the performance & availability of position at that time, trainees will be confirmed as a Engineer with remuneration of Rs. 3.50 LPA (Rs. Three Lacs Fifty Thousand only)

Commencement date

As we discussed, your employment will commence on 6th July 2020. All selected candidates are required to report at corporate office.

We welcome on board Ashwin, Supriya and Rituja for long term career with us.

For Finolex Industries Limited

Niraj Barethiya
Vice president- HR

Corporate Office
Finolex Industries Limited
D-1 / 10, M.I.D.C.
Chinchwad, Pune 411 019
Maharashtra, India

Tel +91 20 27408200
Fax +91 20 27489000
Email care@finolexwater.com
Web finolexwater.com



OFFER LETTER

Dear Aditi Rao,

We are pleased to offer you to join e-Zest Solutions Ltd in the position of 'Trainee Software Engineer'.

Your remuneration (CTC) will be ₹3,25,000 p.a. The details of your salary package are mentioned in the Annexure I. We would like you to join e-Zest on or before 1st July 2020. Your remuneration includes variable bonus of ₹25,000 which will be payable on the completion of one year with e-Zest based on KRA.

Taxes will be deducted as applicable.

Your continued association with e-Zest is dependent on the successful completion of 3 months' probation period. Regular performance reviews and support will be provided to understand your performance and suitability.

The company terms of association are mentioned along with this letter. These terms are reviewed and informed from time to time by e-Zest.

Please call me if you have any questions or clarifications about the offer. We look forward to your acceptance of the terms and that you would be joining e-Zest on the given date. Please convey your acceptance by 6th Feb, 2020.

Terms of our association:

1. The regular office working hours are 9.00 am to 6.30 pm from Monday to Friday.
2. You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
3. The Company reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any time in future.
4. You shall be due for salary revision based on your performance as per the performance appraisal cycle and the terms of association.

Next Step- Joining Procedure:

1. Upon your acceptance of the offer "Personal Information Form" will be sent, you are requested to fill it completely and send it along with the soft copy of all the necessary documents mentioned in the Annexure II.
2. A copy "The Spirit of e-Zest", the organizational culture guide, will be provided to you on the day of your joining. Other guidelines will be shared with the welcome e-mail and also during the induction.
3. On submission of all the necessary documents "Appointment Letter" will be issued.

For e-Zest Solutions Ltd.

04th Feb 2020

e-Zest Solutions Ltd.

SEZ, IT - 09, 3rd Floor, Qubix Business Park Pvt. Ltd., Blueridge Township, Plot No. - 02,

Rajiv Gandhi Infotech Park Phase-1, Hinjewadi, Pune - 411057, Maharashtra, INDIA / info@e-zest.com / www.e-zest.com

CIN: U72100PN2000PLC144013



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Personal & Confidential

June 24, 2020

53372583

Shubhangi Anil Ranpise

Mumbai

Dear Shubhangi,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **TM-IT GOVERNANCE** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 1,41,300/- p.a.
Allowance	: Rs. 2,67,660/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason's whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Mumbai**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to anyother Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 53372583

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC000618



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Creche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices /locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Applicant No. 53372583

3

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC090618



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED

(Digitally Signed by Archana Shiroor.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by HDFC Bank Ltd -
Human Resources - Archana Shiroor
Date: 2020.06.24 16:56:16 +05:30

Applicant No. 53372583

4

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC000618



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Personal & Confidential

August 07, 2020
53372617
Angad Babasaheb Gude
Mumbai

Dear Angad,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **TM-IT GOVERNANCE** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 1,41,300/- p.a.
Allowance	: Rs. 2,67,660/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Mumbai**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 53372617

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC000010



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

- a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.
- b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.
- c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.
- d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.
- e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.
- f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Creche facility:

- a) The Bank will provide crèche facility in line with regulatory guidelines. The offices /locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Applicant No. 53372617

3

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC090018



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED

(Digitally Signed by Archana Shiroor.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2008.

Digitally signed by HDFC Bank Ltd -
Human Resources - Archana Shiroor
Date: 2020.08.07 15:44:44 +05:30

Applicant No. 53372617

4

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L66920MH1994PLC080618



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Personal & Confidential

June 24, 2020

53372586

Ninad Subhash Kheratkar

Mumbai

Dear Ninad,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **TM-IT GOVERNANCE** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 1,41,300/- p.a.
Allowance	: Rs. 2,67,660/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Mumbai. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 53372586

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC088618

Personal & Confidential

June 24, 2020
53372848
Nikita C Nerkar
Mumbai

Dear Nikita,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **TM-IT GOVERNANCE** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 1,41,300/- p.a.
Allowance	: Rs. 2,67,660/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason's whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Mumbai**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 53372848

2

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.
Corporate Identity No.: L55920MH1994PLC060618



Bailappa B <bailappab@isquareit.edu.in>

Fwd: FIS Global - Selection List

1 message

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

13 December 2019 at 17:30

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

Congrats to Anuja Patil, Kirti Kumari, Himanshu Pise - IT & Niranjan Pai - COMP for being selected at FIS Global !!

Best Wishes
Team Placements

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

Greetings of the day!

It give us immense please to inform you that total 65 students selected in the Pooled Campus Drive of FIS Global, Thank you so much for the entire coordination and support extended.

Kindly find below the list of selected students college wise.

Students Name	College Name
Anjali Chaudhari	AISSMS COE
Ashlesha Galkwad	AISSMS COE
Mansi Chougule	AISSMS COE
Noorul Amin	AISSMS COE
Piyush Ingle	AISSMS COE
Reetik Mathankar	AISSMS COE
vibhav joshi	AISSMS COE
Vipul Karande	AISSMS COE
vishal raj	AISSMS COE
Aadil Shaikh	AISSMS IOIT
Aditya Banshkar	AISSMS IOIT
Garima Ghatge	AISSMS IOIT
Gautami Mudaliar	AISSMS IOIT
Geetanshi Sharma	AISSMS IOIT
Jaymala Pawar	AISSMS IOIT
Jincy Biju	AISSMS IOIT
Mrinal Bhangale	AISSMS IOIT
sayali jawade	AISSMS IOIT
Shekhar Bhorade	AISSMS IOIT
Siddharth Rane	AISSMS IOIT
Tejasvi Gadakh	AISSMS IOIT
Vaibhav Singh	AISSMS IOIT
Vishakha Deshmukh	AISSMS IOIT
Monica Baloji	DIT, Pimpri
SHIVANI GIRGUNE	DYPCOE, Akurdi
Suraj Pandey	DYPCOE, Ambi
ritu raj	DYPIET, Ambi

Priya Sharma	DYPSOE
Dipti Shevalekar	GH Raison, Wagholi
Swapnali Pawar	GH Raison, Wagholi
Anuja Patil	I2IT
Himanshu Pise	I2IT
Kirti Kumari	I2IT
Niranjan Pai	I2IT
Akshay Jacob	K J College of Engineering and Management Research, Pune
Nikita Choudhari	KEYSTONE SCHOOL OF ENGINEERING
Sneha Phutane	MESCOE
manoj nandha	MIT, Pune
Suraj Raka	MIT, Pune
AYUSHI GUPTA	MITCOE
Rushikesh Landge	MITCOE
Umesh Metkari	MITCOE
Ashutosh Amrutkar	MMCOE
Kajal Shahane	MMCOE
Rahi Jalwal	MMCOE
Vinod Sarkale	MMIT
Udaykumar Shelke	PCCOE
Purva Agarwal	PES MODERN COLLEGE OF ENGINEERING PUNE
Siddhi Kharse	PES MODERN COLLEGE OF ENGINEERING PUNE
Prathamesh Mahadik	PVGCOE
Pratishtha Bhoite	PVGCOE
Samiksha Vighe	PVGCOE
Aarti Padwal	RMDSSOE
Raj Kadam	RSCOE
Sneha Kothawade	RSCOE
snita kotian	RSCOE
Ashwini Padade	Sanjivani College
Parnika Shinde	Sanjivani College
Shivani Dayama	Sanjivani College
Kunal Singhal	SITS
Kavinmathy Thyagarajan	Trinity College of Engineering and Research, Pune
vinay itankar	Trinity College of Engineering and Research, Pune
Kimaya Shelar	VIIT
Snehit Kumar	VIIT
Gayatri Shahane	VPKBIET

--
Prof. Heeresh Khatri
 Training & Placement Officer
 D. Y. Patil College of Engineering, Akurdi



January 6, 2020

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Abhishek Shekade,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read 'A. Singh', written over a horizontal line.



January 6, 2020

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-491 39999
<http://www-07.ibm.com/in/careers/>

Dear Onkar Kadlag,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

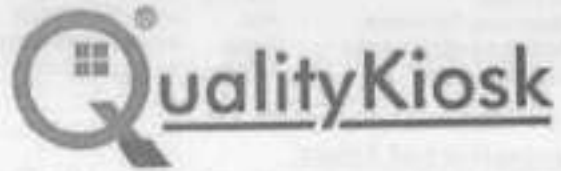
You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



REF NO: CAM005

02-Nov-2020

Amruta Papat Bagal
Shivatwa Bungalow Bagalfata, Bawada,
Indapur, Pune
Maharashtra - 413103

Employee Code: Q6679

Sub: Letter of Appointment

Dear Amruta,

Pursuant to your acceptance of our offer of employment at QualityKiosk (the "Company") it gives us great pleasure to appoint you as **Trainee - Digital Quality Engineer, A-3** in the Company. Your employment with the Company shall be subject to the following terms and conditions:

I. Employment Date

The effective date of your employment shall be **02-Nov-2020** (the "Date of Joining") and you shall remain gainfully employed until such times of Voluntary or Involuntary termination or until retirement.

II. Probationary Period

Your employment is subject to a probationary period of **Six months** commencing from the Date of Joining. On successful completion of the probation period, if in the opinion of the Company, you are found suitable for the appointed post, your employment shall be confirmed in writing by the Company post successful completion of the term, clearance of background verification of past employments and educational claims submitted by you during the evaluation period and subject to your medical fitness at all times.

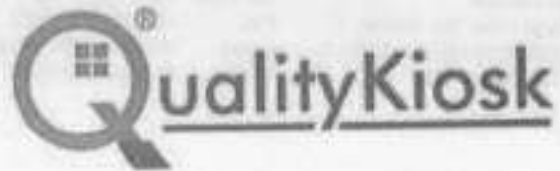
III. Remuneration

Your consolidated Annual Gross Salary will be as detailed in the Annexure 1 of this appointment letter. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the salary components within the then existing Annual Cost to the Company to ensure that the payments are made in compliance with such statutes.

Please note compensation is to be considered strictly confidential (between the Company and the candidate/employee) and no part of it shall be liable for disclosure to any third party without the Company's prior and formal consent.

Qualitykiosk Technologies Pvt. Ltd.

Regd. Office: 411A, Raja Solitaire, Sector - I, Millennium Business Park, Malape, Navi Mumbai - 400 710. Tel: 022-4090 5700 / 022-4128 8200 / 022 2778 7100
Fax: 022 2778 1529 • CIN No.: U72900MH13000PTC137584 • Email: info@qualitykiosk.com • Website: http://www.qualitykiosk.com



Annexure 1

Name	Amruta Popat Bagal	
Designation	Trainee - Digital Quality Engineer	
Grade	A-3	
Component Category	Monthly	Annual
Basic	11632	139584
House Rent Allowance	3615	43380
Statutory Bonus	969	11628
Gross Earnings	16216	194592
Company's Contribution to PF	1396	16752
Company's Contribution to ESIC	496	5952
Medical and GPA Premium		1000
Gratuity Provision		6714
Total Annual CTC		225010

**Annual CTC is, subject to tax, provident fund and other statutory deductions as applicable.*

Qualitykiosk Technologies Pvt. Ltd.

Regd. Office : 411A, Rupa Solitaire, Sector - 1, Millennium Business Park, Malape, Navi Mumbai - 400 710. Tel: 022 4030 5700 / 022 4128 8200 / 022 2778 7100
Fax: 022 2778 1529 • CIN No. : U72900MH2000PTC127584 • Email: info@qualitykiosk.com • Website: http://www.qualitykiosk.com



Bailappa B <bailappab@isquareit.edu.in>

Fwd: Campus Selection - Intellyzen

1 message

18

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

4 February 2020 at 14:32

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

Bcc: allstaff@isquareit.edu.in

Congrats to Aditya Armal, Tushar Kurjekar BE IT & **Shivani Bharambe BE COMP** for being selected at Intellyzen, Pune.

Best Wishes
Team Placements

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

We are glad to inform you that following Candidates from I Square IT , Pune have been selected :

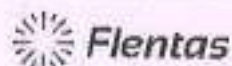
1. Aditya Armal
2. Tushar Kurjekar
3. **Shivani Bharambe**

Their Date and Time of Joining is on 15th June 2020 at 10am at Intellyzen Office .

We are really thankful to you for valuable time and efforts and would like to keep this trend of finding the right talent at I Square IT going for years to come.

Best,

Shravani Dighe
HR Generalist



Twitter | Facebook | LinkedIn

Dated: 16th March 2020

OFFER LETTER

To
Ms. Rutika Bhojane,
I2IT,
Pune.

This is with reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Customer Success Engineer- M0**

You are requested to join us on or before **June 15, 2020**. Your appointment shall be effective from **June 15, 2020**, in case, if you fail to join the company on your joining date, at the sole discretion of the company, the company might allow you to join at later date at its discretion and that date shall be treated as joining date.

Your Cost to Company basis will be **INR 4,41,926 per annum**. The detailed breakup of the compensation sheet has been shared with you on next page in Annexure B.

You will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation based on your on the job work performance. Unless confirmed in writing, you will be deemed as probationer after the completion of the initial or extended period of probation. During probation the notice period is 30 days and post confirmation it is 60 days.

We request you to submit the following documents on the date of joining.

- i. One passport size photograph
- ii. Self-attested photo copy of ID Proof (Driving License OR Voter ID)
- iii. Self-attested photo copy of Address proof (Electricity Bill OR House Rent Agreement)
- iv. Self-attested photo copy of Pan Card & Aadhar Card
- v. Self-attested photo copies of the original documents of all your Educational Qualifications till date.
- vi. Offer Letter and Appointment Letter of your last Organization whichever is applicable.
- vii. Relieving Letter from your last organization.
- viii. Form 16 from last employer or form 12 B
- ix. Last 3 months salary slips of your previous organization.

Please note that the terms and conditions of your employment are regulated by this Offer Letter read with the formal Appointment Letter which will be issued to you on your joining the Company.

You are requested to return the duplicate copy of the letter, duly signed by you as a token of your acceptance. We take this opportunity to welcome you to our organization & wish that you should have a long and successful association with us.

Annexure B

SALARY DETAILS

Name: Ms. Rutika Bhojane

Designation: Customer Success Engineer- M0

Location: Pune

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

Note: -

1. *****Variable Performance Allowance/ Sales Incentive:** Depending on your & company performance this allowance may decrease or increase & payable as per the variable pay policy. This is just an indicative figure.
2. **Gratuity:** This is applicable at the time of exit only, if employee has completed 5 continuous years of service with the organization. If employee leaves the organization before completing 5 years, he /she is not eligible for gratuity.
3. **Group Medical Insurance:** Coverage up to 2 lakhs which include employee, spouse and first two children.
4. **Net Salary = Gross - (PF employee contribution+ Professional Tax+ Income tax as applicable)**
5. ***PF Employer Contribution:** Though shown as a part of CTC is not deducted from your gross salary.
6. ****Ex-Gratia:** Only for applicable employees as per the Bonus Act.

Note:

1. Cab Service to be provided to the employees as per the company policy.
2. Shift Allowance: Payable for applicable employees working in US and APAC shift as per the policy.
3. Company can deploy you in either APAC OR EMEA or US Shift depending on the requirement.

For Screen Magic Mobile Media Pvt Ltd.



Sandip More
CTO



INTERNATIONAL
INSTITUTE OF
INFORMATION
TECHNOLOGY
Innovation & Leadership

Bailappa B <bailappab@isquareit.edu.in>

90

Fwd: Angular Minds Pvt. Ltd - Selection

1 message

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

5 March 2020 at 10:26

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

Bcc: allstaff@isquareit.edu.in

Congratulations to **Varsha Rodge BE COMP** for being selected at Angular Minds, Pune.

Best Wishes

Team Placements

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

Varsha Rodge has been selected in Angular Minds.

Please let us know by when she would be able to join.

Regards,

Mrunal

~~90~~

24 August 2020

Mr KETAN INGALE

Phone number - +91 8275357858

Email - iketu312@gmail.com

Dear KETAN,

Further to our discussions, the following is a summary of terms and conditions applicable to your association with Whitehat Education Technology Private Limited ("Company"). Once you accept this offer, the terms will be crystallized in the form of an employment agreement.

1. Position: You will be employed in a full-time position, as "Concierge- Executive (India Evening Shift)" for India - IN. Your Primary duties will include, not limited to:

- You will be responsible for and additionally for

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties.

2. Date of Joining: Your date of joining the employment will be not later than 27 August 2020, after which date we shall have the unilateral right to terminate this offer.

3. Compensation: You will receive a fixed yearly compensation of INR 550000/- (Indian Rupees Five Lakhs Fifty thousand Only) on a cost-to-company basis, subject to applicable taxes and all statutory deductions ("Compensation"). The fixed component of the Compensation will be paid on a monthly basis beginning your appointment. The company reserves the right to allocate any shift or transfer you to a different shift schedule, based on exigency. You will be eligible to receive your first monthly compensation only if you serve the company for a minimum of 10 days from the date of joining. Failing so, the company will not be liable to pay any compensation to you.

You will be eligible to receive upto 10% of your CTC or upto INR 5000/- per month (whichever is higher) as Evening Shift Allowance. This allowance is applicable only till you are in the evening shift as defined by the organization. Any period of epidemic/pandemic and force majeure will not be computed for continuity of service under applicable Labour and Employment Laws

Relocation benefits: You are entitled to claim your relocation expenses after you relocate to the work location. The company will reimburse the expenses incurred after validating the original bills submitted. The claims will be reimbursed as per actuals or upto a maximum of INR 30,000, whichever is lower. In the event that you leave Whitehat Jr, within 12 months of your date of relocating, you will be responsible for reimbursing the company for the entire Relocation Benefit amount. "The employee for whom the final results/exam is pending to be declared/held, will be given a time frame of three months from the date of joining to submit their final transcript. In case the employee is unable to submit the required documents at the end of probation due to unforeseen external circumstances, the employee will have to submit a letter from the educational institute clearly stating the time frame in which the final transcript will be made available. The probation period of the employee will get extended till the time these documents are made available. Failure to produce the letter from the educational institute might lead to initiation of the exit process."

4. Bonus/Incentive: You will be entitled to receive incentives upto INR subject to your performance evaluation.

5. Confidential Information: You hereby represent and warrant that, at all times, you will maintain confidentiality with respect to all and any information relating to the Company ("Confidential Information"). You will not, either directly or indirectly, make any disclosure of Confidential Information to any third party, or make any use of Confidential Information, for your own benefit or the benefit of any third party, without the Company's prior written consent. You shall maintain proper and secure custody of the Confidential Information to which you may be privy and shall use your best endeavours to prevent the use or disclosure of the Confidential Information by or to third parties.

WHITEHAT EDUCATION TECHNOLOGY PRIVATE LIMITED

Registered Office Address: 02B-139, Wing-A, 2nd Floor, WeWork Chromium, Near L&T Flyover, Milind Nagar, JVLR, Mumbai- 400072, Maharashtra, India. email: info@whitehatjr.com CIN: U74999MH2018PTC315690



Offer: Computer Consultancy
Ref: TCSL/DT20195581710/Pune
Date: 13/09/2019

Mr. Raviraj Balkrishna Bochare
B-36,Rahul Park,Lokmanya Colony,Kothrud,Pune-38Paud Road,
Behind Utsav Hall,
Pune-411038,
Maharashtra.
Tel# 91-8830422732

Dear Raviraj Balkrishna Bochare,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195581710

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Offer: Computer Consultancy
Ref: TCSL/DT20195619762/Pune
Date: 13/09/2019

Mr. Aditya Jitendra Gandhi
C-8 Sejal Park Keshavnagar,
Chinchwadgaon,
Pune-411033,
Maharashtra.
Tel# -

Dear Aditya Jitendra Gandhi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/DT20195619762

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Offer: Computer Consultancy
Ref: TCSL/DT20195569842/Pune
Date: 13/09/2019

Mr. Ajit Vijaykumar Singh
12it Boys Hostel, Plot No-14 Hinjewadi, Phase -1,
Opposite To Symbiosis University,
Pune-411057,
Maharashtra.
Tel# 91-9004912810

Dear Ajit Vijaykumar Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195569842

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyat Tower, Ground Floor, 5th & 6th Floor, TCS Tower, Nagar Road, Worli, Pune 411004, India

Tel: +91 206625 7777 Fax: +91 206626 2107 Website: www.tcs.com

Registered Office: Marol Building, 9th Floor, Naraina, Post: Connaught Place-49, Delhi

TCS Career Support Email: 1800-2090111 Email: careers@tcs.com



Ref: TCSL/DT20195151347/1302509/Pune

Date: 04 September 2020

MR. NIKHIL VIJAY YADAV

B-204, Reelicon Olivia Katraj Bypass Highway,

Ambegaon Bk, Pune,

Maharashtra-411046.

Tel# 918169243708

Sub: Joining Letter

Dear Mr. Nikhil Vijay Yadav,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **24th September 2020** and your training location is **Pune**. We are pleased to inform you that your work location is **PUNE** and your stream is **IT**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services

Plot No. 2 & 3, MIDC-SEZ,,

Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,

Pune, Maharashtra-411057.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Swathi Vittal Shetty

Phone: 02267781608

Email Id: swathi.shetty1@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TCS - Omkar Kudale.pdf

Open with



Offer: Computer Consultancy
Ref: TCSL/DT20195554324/Pune
Date: 13/09/2019

Mr. Omkar Suresh Kudale
I2it Boys Hostel,Phase-1, Hinjawadi, Pune,
Opposite Symbiosis College,
Pune-411057,
Maharashtra.
Tel# -

Dear Omkar Suresh Kudale,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the conditions set out herein. Over and above this, you will also be eligible for Learning Incentive (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195554324

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyasa Towers, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Verna, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 11 11 Email: careers@tcs.com

TCS - Lawrence Crasto.pdf

Open with



Ref: TCSL/DT20195675496/1308952/Pune
Date: 16 July 2020

MR. LAWRENCE JAMES CRASTO
'Rex' Plot No.15 ,Sai Colony, Triveninagar null,
Nigdi, Pune,
Maharashtra-411062.
Tel# 919823963475

Sub: Joining Letter

Dear Mr. Lawrence James Crasto,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **03rd August 2020** and training location is **Pune**. We are pleased to inform you that your work location is **PUNE** your stream is **IT**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned at

Tata Consultancy Services
Plot No. 2 & 3, MIDC-SEZ,,
Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,
Pune, Maharashtra-411057.
(Route map of the TCS Xperience Program Center can be viewed on TCS Ne: p>
Corner>>ILP Centres)

Contact Person: Ms. Swathi Vittal Shetty
Phone: 02267781608
Email id: swathi.shetty1@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program appreciate your passion towards learning which has helped you to perform well. You are now experience learning through our coveted TCS Xperience Program.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Akshay Business Park, Gateway Park, Road NO.13, MIDC, Andheri, Mumbai 400 093 India
Tel: 91 22 6779 6868 Fax: 91 22 6779 6855 Website: www.tcs.com
Registered Office: Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS-Abhishek Shekade.pdf

Open with



Offer: Computer Consultancy
Ref: TCSL/DT20195705710/Pune
Date: 13/09/2019

Mr. Abhishek Sanjay Shekade
12th Boy'S Hostel, P-14, Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi,
Symboisis College,
Pune-411057,
Maharashtra,
Tel# 91-9087321560

Dear Abhishek Sanjay Shekade,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the conditions set out herein. Over and above this, you will also be eligible for Learning Incentive (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/DT20195705710

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyaya Niwas, Ground Floor, S.No. 103/A/1/120, CTS 1995, Nagar Road, Yerwade, Pune-411 006 India

Tel: 91 20 6808 7777 Fax: 91 20 6506 7107 Website: www.tcs.com

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

TCS Careers Service Line: 1900 209 3111 Email: careers@tcs.com



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

Date: March 19, 2020

Ref No: HR/Campus/LO16208474/1

Radha Udhavrao Yelikar
INTERNATIONAL INSTITUTE OF INFORMATION TECHNOLOGY,PUNE

Letter of Intent ("LOI")

Dear Radha Udhavrao Yelikar,

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

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

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

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

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

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

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



Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

ANNEXURE 1

Radha Udhavrao Yelikar

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

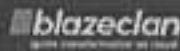
Signature: _____

Candidate Name: Radha Udhavrao Yelikar

Date: _____

Blazeclan - Prasanna Desale (OFF).pdf

Open with



Strictly Private and Confidential

Reference No: BTPL/153/2020

Date: August 5, 2020

To
Mr. Prasanna Desale,
Pune, Maharashtra

Dear Mr. Prasanna,

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 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 loan 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 conditions above, 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. 10000/-. 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 Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from 07/08/2020 or such earlier date as agreed between you and the Company and shall by default expire on 04/02/2021 ("Internship"). If required, the Company may choose to extend this term at its sole discretion.

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Colaba, Eternia C, Old Pune Mumbai Highway
Wakfeshah, Chhatrapati Shivaji Maharaj, Pune - 411005, Maharashtra, India
Phone: 020-47621100, Email: care@blazeclan.com
Website: www.blazeclan.com
CIN: UT2100PN201009FC04335

CleverTap-Saurav_Kale(OFF).pdf

Open with

CleverTap

CleverTap Private Limited

Formerly known as Walkscore Technologies Private Ltd
801, 8th Floor, DLF Park, Bandra Compound, S. V. Road
Bandra West, Mumbai - 400050, Maharashtra, India
CIN: U72300MH20171243600 Web: www.clevertap.com
Tel: +91 98274 52375 Email: info@clevertap.com

29 May 2020

Hi Saurav,

Thank you for your consideration and time during the interview process.

I am very excited about the prospect of you joining CleverTap.

This is your offer letter. In the following pages you will find details regarding the offer (a brief summary is given below). If you have any questions, please feel free to reach out to me or my team. I look forward to your response (hopefully!) working together.

Summary Offer

- Designation : Associate -Global Support Team
- Annual Cost to Company (CTC) : INR 4,00,000
- Start Date : 3 June 2020
- Location : Mumbai

Thanking You,

For, CleverTap Private Limited



Prashant Parashar

Chief Human Resource Officer

APPOINTMENT LETTER

Confidential

Date: 21-Sep-2020

Employee ID : 4351 - Akshay Biradar

Vrundavan, Plot no. 107,
Sector no. 2, Nana nani park,
Indrayani-nagar,
Pune-411026 Maharashtra

Dear Akshay,

Sub.: Appointment for Employment as Software Engineer Trainee

This letter confirms your full time employment as Software Engineer Trainee with Yardi Software India Private Limited (Company) Pune. Start date of this position is 21-Sep-2020 at 9.30 a.m. Responsibilities include, but are not limited to:

Developing and maintaining applications/reports in accordance with requirements from our client.

1. Appointment

Your place of posting shall initially be Pune (India). However, you can be posted to any location in India or abroad, as may be required for the Company's business, subject to Company's policies from time to time.

2. Remuneration:

- a. You will be paid Annual Gross Salary as detailed in Annexure A.
- b. In addition to the above, you shall be entitled to receive various employee benefits as detailed in Annexure A. These benefits are governed by the Company's policies and are subject to revision from time to time.
- c. Salary reviews and re-fitments will always be subject to the schedules as may be implemented by the Company from time to time. Your growth in the Company and increment in the salary will depend solely on your performance and contribution to the Company. Your employment should be confirmed by the company before being eligible for any salary review.
- d. In case of change in the existing statute or introduction of new statute including but not limited to requiring payment of new salary component or existing salary component at a higher percentage, the Company reserves a right to adjust the salary components within your then existing Annual Gross Salary.

Page 1 of 8

APPOINTMENT LETTER

Confidential

Date: 20-Nov-2020

Employee ID : 4406 - Ninad Kheratkar

Flat no-3, Tungbhadra Apartment,
Lokmanya Colony, Kothrud,
Near Vanaz Company, Paud Road
Pune-411038 Maharashtra

Dear Ninad,

Sub.: Appointment for Employment as Software Engineer Trainee

This letter confirms your full time employment as Software Engineer Trainee with Yardi Software India Private Limited (Company) Pune. Start date of this position is 20-Nov-2020 at 9.30 a.m. Responsibilities include, but are not limited to:

Developing and maintaining applications/reports in accordance with requirements from our client.

1. Appointment

Your place of posting shall initially be Pune (India). However, you can be posted to any location in India or abroad, as may be required for the Company's business, subject to Company's policies from time to time.

2. Remuneration:

- a. You will be paid Annual Gross Salary as detailed in Annexure A.
- b. In addition to the above, you shall be entitled to receive various employee benefits as detailed in Annexure A. These benefits are governed by the Company's policies and are subject to revision from time to time.
- c. Salary reviews and re-fittings will always be subject to the schedules as may be implemented by the Company from time to time. Your growth in the Company and increment in the salary will depend solely on your performance and contribution to the Company. Your employment should be confirmed by the company before being eligible for any salary review.
- d. In case of change in the existing statute or introduction of new statute including but not limited to requiring payment of new salary component or existing salary component at a higher percentage, the Company reserves a right to adjust the salary components within your then existing Annual Gross Salary.

Aug 24th, 2020

Aboli Avinash Pathak
Flat - 107, Bldg-1A, Sector-26,
Swapnapoorti Housing Society phase-1,
Near Shubham Park, Nigdi Pradhikaran,
Pune - 411044

Offer of Employment

Dear Aboli,

We are pleased to offer you a position with Emtec Technologies Pvt. Ltd as **Trainee Software Development Engineer (Grade-AS1)**. Should you decide to join us, and all contingencies are satisfied, you will receive an annual compensation of Rs.4,00,000/- (Rupees Four Lakhs Only), less applicable taxes and withholdings, in accordance with the Company's normal payroll procedures.

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

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

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

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

You will be on a probation period for six months from the date of your joining. Thereafter, the probation period may be extended at the discretion of the management or may be dispensed with

EMTEC TECHNOLOGIES PRIVATE LIMITED

CIN U72200PN2003PTC018703

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

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

www.emtecinc.com

earlier. Unless your service is confirmed in writing, you will be deemed to be on probation even after expiry of the above-mentioned probation period or the extended period of probation.

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

This also means that the Company will have a similar right and may end its employment relationship with you at any time, with or without cause, as it deems appropriate. For any such termination of your employment relationship, two (2) months advance notice is required by the party initiating the termination. If you choose to terminate the employment relationship, the company may, at its discretion, require you to stay for the entire notice period. The company can terminate your employment without notice for cause, including but not limited to the following causes:

- (a) Any act of fraud or embezzlement, unethical practice by you,
- (b) Any material breach by you of your Confidentiality, Noncompetition and Invention Assignment Agreement with the Company,
- (c) Your conviction of any felony involving an act of dishonesty, deceit or fraud,
- (d) Any act of dishonesty or misconduct (whether in connection with your responsibilities as an employee of the Company or otherwise) that either materially impairs the Company's business, goodwill or reputation or materially compromises your ability to represent the Company,
- (e) Your material failure to perform your lawful duties to the Company.

The "at will" employment relationship between you and the Company also means that your job duties, title, responsibilities, reporting level, compensation and benefits, as well as the Company's personnel policies and procedures, may be changed with or without notice at any time as the Company deems appropriate. This "at will" nature of your employment shall remain unchanged during your tenure as an employee, and may only be changed by an express written agreement that is signed by you and the Director - Human Capital India.

Your employment is transferable to Company parent, a sister concern of the Company (or its parent), a subsidiary of Company (or its parent), Company Customer, or a Joint Venture formed by the Company, its parent or subsidiary.

This offer is contingent upon:

- Return of the enclosed copy of this letter signed by you;

EMTEC TECHNOLOGIES PRIVATE LIMITED
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9B, Downtown - The City Center Building, Near Mhatre Bridge, Erandawane, Pune - 411 004.

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www.emtecinc.com

- Return of the enclosed *Employee Inventions and Proprietary Rights Assignment Agreement* signed by you;
- Your consent to, and results satisfactory to the Company of, reference and background check (consisting of the verification of prior employment, tax ID and education and a criminal background check)
- Your ability to provide to the Company acceptable documentary evidence of your identity and eligibility to work for the Company in India, no later than the first day of your employment with the Company.

This letter along with the *Employee Inventions and Proprietary Rights Assignment Agreement*, set forth the initial terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to Pranita Joshi, Human Resources Department, Emtec Technologies Pvt. Ltd 9B, Downtown-The City Center, Near Mhatre Bridge, Erandwane, Pune-411004. A duplicate original is enclosed for your records. The offer of employment, if not accepted, will expire in 5 business days. The offer will stand cancelled if you do not join by the start date indicated in the space provided below.

We look forward to welcoming you to Emtec and we believe you will make a critical contribution to the company, in what should be a rich and rewarding experience. We are counting on you to help build Emtec into one of the leading software development companies in the world! If you have any questions please feel free to contact me at 020-30183000.

Sincerely,

Sachin Ghaisas
Sachin Ghaisas, Manager, HR, Emtec Pvt. Ltd.

Sachin Ghaisas

Managing Partner: Emtec Digital Services and Head of Global Delivery Centers
Emtec Technologies Private Limited

I agree to accept employment with Emtec Technologies Pvt. Ltd. on the terms set forth above in this letter of agreement.

Aboli Pathak

Aboli Pathak

Date

My start date will be no later than _____ ("Start Date")

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