



Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 104

13/12/2019

To

Mr.Akshay V.Bhalerao

43

Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus driveheld on 13th Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.


This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
2. During first 3 months of primary internship, you will undergo IPR Training, Techno Legal, on client site & Business Development Training. You will be entitled for incentives, allowances etc. based on your performance.
3. Once you successfully complete 3 months of primary internship, you will be eligible for next level of Training and you will be entitled for INR 5,000 p.m. Stipend in addition to above mentioned incentives etc
4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.


Happy Patenting !




Ms. Rajashree Raut
Director

OFFER ACCEPTANCE

Name: Akshay Vilas Bhalerao
BE (Electrical (B)) Zeal COE&R, Pune


Signature, Branch & Place.
Date: 13/12/2019



PSP-IP
PATENT SUPPORT PEOPLE

PSP-IP & ASSOCIATES (P) LTD.

Intellectual Property Attorney's IP Services & Consultancy

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Ref. No.PSP-IP/2019/OfferLetter/ 122

13/12/2019

To

Mr.Sanket s.Patil

61

Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

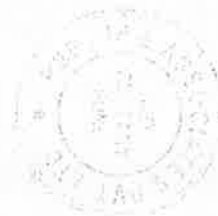
This has reference to the campus driveheld on 13th Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

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4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.

Happy Patenting !



R Raut

Ms.RajashreeRaut
Director

OFFER ACCEPTANCE

Name: *Patil Sanket Sanjay*
BE (*Electrical*) Zeal COE&R, Pune

R Raut *Electrical*
Pune
Signature: Branch & Place:
Date: *13/12/2019*

Corporate Office: 1A, Gr. Floor, Bank of Baroda Commercial Complex, Sector 28, Nigadi Pradhikaran, PUNE, MH-INDIA
Email: contact@psp-ipassociates.com | Tel: +91 020-27650408 | M: +917588453933/+91 7588033933



PSP-IP
PATENT SUPPORT PEOPLE

Fwd: Regarding selected candidates list

1 message

109 to 141

Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com>
 To: Viraj Barge <placement.dcoer@zealeducation.com>

Wed, Feb 26, 2020 at 9:31 PM

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

From: Sanjeev Pal <sanjeev.pal.int@toppr.in>
Date: Wed, Feb 26, 2020, 5:30 PM
Subject: Re: Regarding selected candidates list
To: Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com>

Dear Sir,

Congratulations!!

These are the students who have been selected.

✓ Yash N Jagtap
✓ Nilesh R Shetkar
Shubham Singh
Shashwat Kumar
Akash Mane
SanketRamdasUd
TaralkarAkshayNa
Yadav Aniket
Anil
✓ Jadhav Sanket
Suryakant
Ravi Verma
Nayaab Hassan
✓ Shivam Paliwal
✓ Akshay S. Raikar
✓ Niraj R. Sarah
✓ Tushar Naik
Siddhesh L.
Dodake
Praful J. Sirat
✓ Prashant P.
Bhosale
Ishan Pawar
✓ Vaibhav G.
Chavan
Abhishek Patil
Bilal Shaikh
Anand Jadhav
✓ Aniket
Kumthekar
✓ Pradyumna
Renke
Mokashi Laik
Jayfulla
Hrushikesh Raut

Harsh Choudhary
✓ Vishal Jaganath Kamble
Pansare Arshad A
✓ Aditya Satish Bagal
Rajkumar Balkrishna Patil
Omkar Vishwas Patil
Sidharth N Oza
Yash N Patil
Sumeet Gore
Omkar R Nikam
✓ Rohan Agarkar
✓ Omkar Dhamdhare
○ Pushkraj S Saner
○ Parag M Chikte
Shubham R Dunbare
Aniket M Chogale
Riteshkumar M Ingalepatil
Swapnil Loharkar
Sahibsingh Makhija
Shubham kadam

Thanks & Regards,

Sanjeev Pal

Human Resource

A-204, Supreme Business Park, Hiranandani, Powai, Mumbai – 400076,

M: +91 8983465882

sanjeev.pal.int@toppr.in| www.toppr.com

On Wed, Feb 26, 2020 at 1:32 PM Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com> wrote:

Dear Sir,

kindly provide us official list of selected candidates at ZEAL institute drive and AIMS drive.

Thankyou!

Reduce, Reuse and Recycle. Go GREEN and please consider our environment before printing this email.

***** Disclaimer *****

This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended Recipient, please notify the sender by e-mail and delete the original message. Further, you are not to copy, disclose, or distribution of this E-mail or its contents to any other person and any such actions are unlawful. This e-mail may contain viruses. Zeal Education Society has taken every reasonable

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*****-ZEAL EDUCATION SOCIETY-*****

-End of Disclaimer-



Viraj Barge <placement.dcoer@zealeducation.com>

Applications for Graduate Apprentice

105 to 188

Ashay.AREKAR@jcb.com <Ashay.AREKAR@jcb.com>
To: Placement_DCOER <placement.dcoer@zealeducation.com>

Fri, Oct 23, 2020 at 5:05 PM

Hi Viraj,

As discussed, we would be onboarding all the selected students on 2nd November 2020 at our Talegaon plant.

We will now be initiating their pre-joining activities for smooth onboarding. As such, we will be in touch with you for required documents / actions from students.

As of now, we would be requiring copies of students' marksheets & certificates (10th, 12th / Diploma, Degree), Aadhar Card, PAN Card, Cancelled Cheque & Passport sized photo.

Please share the same in one single ZIP Folder named 'GAT_Zeal documents'. In case the size is too large to send in a single mail, please break it up and share.

Documents shared inside the folder to be in below format -

Document	File Nomenclature
10th Marksheet	firstname lastname_10th Marksheet
10th Certificate	firstname lastname_10th Certificate
12th Marksheet	firstname lastname_12th Marksheet
12th Certificate	firstname lastname_12th Certificate
Diploma Marksheet	firstname lastname_Diploma Marksheet (Sem 1/2/3/4/5/6)
Diploma Certificate	firstname lastname_Diploma Certificate
Degree Marksheets	firstname lastname_Degree Marksheets (Sem 1/2/3/4/5/6/7/8)
Degree Certificate	firstname lastname_Degree Certificate
Aadhar Card	firstname lastname_Aadhar
PAN Card	firstname lastname_PANCard
Cancelled Cheque	firstname lastname_CancelledCheque
Passport Sized Photo	firstname lastname_Photo

Also, attached details excel sheet needs to be filled and shared for each selected student.

Also, by coming Wednesday, all the students will receive a welcome email from us (from email ID named SuccessFactors Onboarding) with a link to create a login on OnBoarding portal and complete the onboarding formalities. Please advise the selected students to check their emails by Wednesday for the email and let me know in case anyone has not received it. They need to complete these formalities post receiving the welcome email by upcoming Saturday.

Please share the documents for below selected apprentices -

Candidate Full Name
Susmita Sunil Gaikwad
Priyanka Arun Bonde
Shital Madhavrao Suryawanshi
Utkarsha Dyaneshwar Bhalerao

Please feel free to reach out to me in case of any doubts / clarifications.

Thanks,

Regards,

Ashay Arekar | Manager - Human Resources | JCB India Limited, Pune | ☎+91 2114 305 000 | Ext. 5566
| Mob : +91 77090 34180 | Address: Talegaon Floriculture & Industrial Park, Navlakh Umbhre, Tal - Maval, Talegaon
Dabhade, Dist - Pune, Pin: 410 507

Address : K407-409,3rd Floor, Mega Center Building,
Near Magarpatta, Pune-Solapur Road, Hadapsar, Pune-411028
Mail ID – sales@teclogos.in , Shekhar.girame@teclogos.in

Website - <https://teclogos.in/>

Date: - 10th January 2023

Dear Mr. Chaitanya Sanjay Chavan

Address- 87/5B ,Parijatak, Near Sutar Hospital,
Azadnagar, Kothrud,Pune,411038

Subject: Offer letter for employment

Congratulations!

Further to your Technical Interview for employment with us, and the subsequent selection process, we are delighted to offer you the Role of “**PLC Engineer**”

Your joining date shall be **10th January 2023**. The location of your initial reporting will be **TecLogos** Office, Hadapsar, Pune, India ((for companies with multiple offices)

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure-A**.

Your **CTC** as applicable has been detailed in **Annexure – B**.

On your joining, you are expected to enter into an agreement, which details the scope, terms, and conditions of your employment, the necessary training, and ta the contractual obligation to be with **TecLogos**.

You shall be on a **Probation period of six months**, on successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. The company solely reserves the right to make any further changes to the offer letter. **Your committed service period is two years** after joining/onboarding in TecLogos. You're **Notice Period** shall be of **Three Months**. In case you are not serving us during the **committed service period of two years from the joining date or three months of the notice period**, then no dues will be cleared, and the company is liable to take legal action in order to retain the loss occurred due to your sudden leaving of the service.

Your employment will be governed by the rules, regulations, and policies of the Company. Please submit the following documents.

1. **while joining Photocopy of this letter duly signed and dated by you**
2. self-photographs in WHITE background (passport sized),

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Address : K407-409,3rd Floor, Mega Center Building,
Near Magarpatta, Pune-Solapur Road, Hadapsar, Pune-411028

Mail ID – sales@teclogos.in , Shekhar.girame@teclogos.in

Website - <https://teclogos.in/>

3. Photocopies & Scanned Copies of following documents:

- a. Education certificate including 10th, 12th or diploma and degree certificate and all year mark sheets for the highest degree attained.
- b. Experience letter, Relieving letter or resignation acceptance letter from your most recent employer. If you have been employed for 1 year or less with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from the prior employer. Include your employee number with such previous employer(s)
- c. Proof of identity. Bring original & scanned copies of the following documents:
 - PAN Card (mandatory), Aadhar Card (mandatory), Passport, Driving License.

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

We congratulate you on your appointment and wish you a long, successful and rewarding career with us.

Welcome to **TecLogos** Family. We are confident that your contribution will take us further in our journey towards becoming to be a successful enduring business leader. We assure you of our support for your professional development, growth and good place to work.

Thanking you,

For **TecLogos** Industrial Automation Pvt Ltd.

Authorized Signatory

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Annexure - A

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any relevant particulars. You would also let us know the name and address of your legal heir/nominee. You will execute an declaration, duly declaring that your address as mentioned in your passport, aadhar card and other documents. You will also comply KYC documents.

2. Nature of work:

Your nature of work mainly includes all the aspects of the Project and Operations as well as any other ad-hoc duties assigned to you from time to time. You will work at high standard of Initiative, Creativeness, Efficiency, Secrecy and Utilization in the organization. The nature of work and responsibilities will be assigned and explained to you by your seniors from time to time.

3. Committed Service Period:

On completion of your probation period, if the company in its discretion offers you employment you shall serve the company for a period of **Two Years** from the date of completion probation.

4. Working Hours:

The regular working hours of the company as per schedule and nature of work/assignments. You will be required to work extra hours as and when required and informed by your seniors/team leads.

5. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves rights to send you on deputation/transfer/assignment to any of the company's branch or sister companies offices in India or Abroad, whether existing at the time of your appointment or to be set-up in the future.

6. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to automatic termination of your employment.

7. Performance Reviews/Appraisal:

The company follows a policy of Annual performance and behavior reviews, which are linked to performance incentive every year. You will be eligible for performance and behavior based incentives on the basis of your gross monthly salary on the basis of your performance and behavior during the previous year.

The company also has a policy of annual salary appraisal based on performance and behaviors. You will be eligible for a salary appraisal under this policy based solely on performance and behaviors rating achieved during the previous one year.

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Mail ID – sales@teclogos.in , Shekhar.girame@teclogos.in

Website - <https://teclogos.in/>

8. Secrecy/Confidentially:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting systems and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

9. Intellectual Property Rights:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or any other process/methods likely to results in more efficient engineering/designs, operation of any activities or work methods of the company shall be entitled to use, utilize and exploit such inventions, improvements, efficiency tools and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concepts that you may develop during association with the company.

10. Leaves:

You will be entitled to leave as per company policy. The company follows strict time schedule and late comings to office work are discouraged, unless otherwise notified by you in advance with prior approval by manager.

11. Security:

Security is important aspects of our communication and office infrastructures. Communication security is maintained by controlling physical access to computer systems, disabling all working stations, CD/DVDs drives, USB drives/ports and companywide awareness about the need of protection of intellectual property and sensitive customer information.

12. Restrain:

➤ **Access of Information:**

Information is available on need to know basis for specific groups and the information is segregated to allow individual sectors information access for projects/specials and units. Access to this is authorized through access privileges approved by unit seniors/mentors or projects seniors/mentors or special services seniors/mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

➤ **Restriction on Personal use:**

Use of the company resources for personal use is strictly restricted. This includes usage of the company computers and laptops resources, information, internet services, and working time of the

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Website - <https://teclogos.in/>

company for any personal use. You will under no circumstances carry any work at home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of your employment without notice and/or legal actions for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data/resources.

13. Termination of employment:

- Either party can terminate this employment by serving a notice period of two months on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.
- Unauthorized absence or absence without written permission from duty for a continuous period of seven days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice period.
- You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the rights to invoke other legal remedies as it deems fit to protect its legitimate interest.

14. Appointment in Good Faith:

It must specifically be understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to do/handle/manage any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance and behavior is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services/employment forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as traveling, retirement etc you will be governed by the rules of the company as shall be in force from time to time.

Thanking you,

For **TecLogos Industrial Automation Pvt Ltd.**

Authorized Signatory

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Annexure - B

Salary Break-up

Items		Monthly Amount in INR	Year Amount in INR
Basic Salary		9,900	118,800
DA		2,970	35,640
HRA		1,980	23,760
Medical Allowance Reimbursement		1,250	15,000
Conveyance Allowance		1,980	23,760
Personal Allowance		2,345	28,140
Gross Salary		20,425	245,100
Deductions	PF @ 12%	1,188	14,256
	Medical Insurance	400	4,800
	PT	200	2,500
	Retention	1500	18,000
Total Deduction		3,288	39,556
NET Salary (In Hand)		17,137	205,544
Employer Contribution	PF @ 13%	1,287	15,444
	Medical Insurance	1300	15,600
Gratuity		388	4,656
Total Earning		2975	35,700
CTC per Month		23,400	280,800

Notes :-

The retention Amount will be considered till Jan.'2025. This amount will be released in the month of Feb 2025 along with a salary of Jan 2025 subject to that you should not be in a notice period while receiving the amount.

All statutory deductions will be applicable

Acceptance: I have read, understood and agreed to the terms and conditions as set forth in this offer letter of employment and the Annexure-A to the same.

Your name _____

Your Signature _____

Location: _____

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FUJITSU CONSULTING INDIA PRIVATE LIMITED

A-15, MIDC Technology Park, Talawade Pune – 411062, India
Tel: +91 20 2769 0001, Fax: +91 20 2769 2923
Regd. Office: A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi- 110024
CIN:-U74899DL2000PTC108940



Appointment Letter

Date: September 22, 2021

Komal Mulik

Saptrang Aakash, A-202, Bhekrainagar, Pune

Maharashtra

Dear Komal Mulik,

With reference to our employment offer letter dated September 19, 2021, we are pleased to offer you an appointment in our organization as **Application Developer Trainee at FJ07** level in **Application Development & Management Services**. We strongly believe that the association would be mutually beneficial.

Your annual salary along with the break-up of salary is attached herewith in Annexure-A.

You are required to join on **September 23, 2021** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

In token of your acceptance of this appointment, kindly sign this letter and the employment agreement attached hereto at the bottom of the right corner of each page, and return the duplicate copy of the same to the HR department.

The location of your initial reporting & posting would be Pune. However, the location of your posting can be changed to any of our units / departments situated anywhere in India or abroad depending on the business requirements.

You shall be on probation for 12 months period. Unless communicated otherwise your services would be deemed to be confirmed on completion of the period of probation or any extension thereof as per the terms of your employment agreement and in accordance with the policies of Fujitsu Consulting India Private Limited.

Your employment shall at all times be governed by the employment agreement and the policies of Fujitsu Consulting India Private Limited as amended from time to time

In case you require any further clarification, please contact HR Department.

We welcome you to Fujitsu consulting India Private Limited, and wish you a rewarding career over the years to come.

For Fujitsu Consulting India Private Limited,


Sumit Sabharwal
Head of HR Delivery Management, Global Delivery

I accept the appointment

Komal Mulik

Name: _____

Commencement Date: 23-Sep-21 | 08:14 BST

Signature: 
546DB67EDFB9420...

Place: Pune



Employment Agreement

This agreement made effective on **September 23, 2021** between

Fujitsu Consulting India Private Limited, a company incorporated and existing under the Companies Act, 1956, and having its registered office at A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi, PIN - 110024, India (hereinafter referred to as the "Company" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors in interest and assigns) of the ONE PART;

AND

Komal Mulik ,25 years , indian National, residing at Saptrang Aakash, A-202, Bhekrainagar, Pune - Maharashtra (hereinafter referred to as the "**Employee**" which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and shall include legal heirs, executors, nominees and administrators of the Employee) of the **OTHER PART** The Company and the Employee are, wherever the context so requires, hereinafter collectively referred to as the "**Parties**" and individually as a "**Party**".

RECITALS

WHEREAS the Company is in the business of software services which encompasses of providing technical consulting, development and professional services, in accordance with the needs of its Clients (as defined hereinafter).

And, WHEREAS the Employee desires to be employed by the Company and the Company has made an employment offer ("Appointment Letter") to the Employee and in pursuant thereof desires to employ the Employee on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto agree as follows:

1. DEFINITIONS AND CONSTRUCTIONS

1.1 For the purpose of this Agreement, the following terms shall have the meaning set forth in this paragraph:

- "Agreement" shall mean this agreement including the Annexures attached hereto.
- "Associated Company" shall mean:
 - (i) which is directly or indirectly controlled by the Company; or
 - (ii) which directly or indirectly controls the Company; or
 - (iii) which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or
- "Client(s)" shall mean any Person, which does business with the Company or has requested or received a proposal to do business with the Company.
- "Confidential Information" shall mean all non public information including but not limited to specifications, designs, drawings, algorithms, processes, systems and procedures, computer programs, methods, ideas, "know how" and, business information such as sales and marketing materials, plans, accounting and financial information, credit information on Clients, list containing the names, addresses and business needs of Clients, sales

reports, price list, personal records including the names and addresses of Company's Employees, contractors and sub contractors and any other information relating to the Company and/or the Associated Company which Employee learns, discovers, conceives, or originates or prepares during the Employee's engagement with the Company whether designated as confidential expressly or by the circumstances in which it provided, is to be kept confidential or which the Employee might reasonably expect the Company would regard as confidential. Confidential information shall not include information which, now or in the future, is available to the public (other than through improper disclosure by Employee or by another person) or information rightfully acquired by a third party.

- "Intellectual Property" shall mean all forms of intellectual property subsisting under the laws of India and all analogous rights subsisting under the laws of other jurisdictions and shall include any product or process of the human intellect whether registrable as patents, trade marks, copyrights, designs or otherwise such as an invention, expression or literary creation, unique name, trade secret, business method, database, industrial process, computer program, source code, process and presentation.
- "Intellectual Property Rights" shall mean all rights, benefits, title or interest in or to any Intellectual Property, anywhere in the world (whether registered or not and including all applications for the same);
- "Person" shall mean and include an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organisation, a joint stock company or other entity or organisation, including a government or political sub-division, or agency or instrumentality thereof and/or any other legal entity.

1.2 Construction

- Any reference in this Agreement to any statute or statutory provision shall be construed as including a reference to that statute or statutory provision as from time to time amended modified extended or re-enacted whether before or after the date of this Agreement and to all statutory instruments orders and regulations for the time being made pursuant to it or deriving validity from it.
- The words "hereof," "herein" and "hereunder" and words of similar import when used in this Agreement shall refer to this Agreement as a whole and not to any particular provision of this Agreement. The words "include", "including" and "among other things" shall be deemed to be followed by "without limitation" or "but not limited to" whether or not they are followed by such phrases or words of like import.
- Unless the context otherwise requires words denoting the singular shall include the plural and vice versa and words denoting any gender shall include all genders and the words denoting persons shall include bodies corporate unincorporated associations and partnerships.
- Unless otherwise stated time will be the essence of contract for the purpose of the obligations under this Agreement.
- Unless otherwise stated references to sections, sub section, sub-paragraph relate to this Agreement.

2. COMMENCEMENT OF EMPLOYMENT

2.1

The Employee's employment with the Company will commence from September 23, 2021 ("the Commencement Date.") and shall continue till termination of such employment in accordance with this Agreement.

2.2 The Employee will be on probation for a period of 12 months. This period may be extended at the Company's discretion. During the probationary period and any extension thereof ("the Probationary Period"), either Party shall be entitled to terminate this employment, without assigning any reason, (i) by giving 15 days prior notice during the first six months and from seventh month onwards the notice period will be of 90 days or. (ii) by paying salary (that is, as per Employee CTC) in lieu of notice. The Company shall have the right to terminate the Employee's employment during the Probationary Period for misconduct or failure or deficiency to perform duties under the Agreement forthwith by written notice. Unless communicated otherwise, the Employee services would be deemed to be confirmed on completion of the period of probation or any extension thereof.

2.3 During the period of employment with the Company, the Company will incur substantial expenditure on imparting professional and technical training to the Employee. Therefore, the Company will incur substantial financial loss in the event of the breach of this agreement and that of the Service Bond that would be required to be signed by the Employee at a later stage, including his/her leaving the Company for any reason/s within a period of Two years. The Employee shall compensate the Company by paying 2,00,000/- (Rupees Two Lakhs Only) for any such breach of this agreement.

3. DUTIES

3.1 Employee agrees and acknowledges that the employment of the Employee shall at all times be governed by the terms and conditions set forth in this Agreement and other conditions outlined in the Offer Letter and the policies and procedures of the Company from time to time.

3.1.A The Employee is required to abide by security policies and procedures prevailing in Company from time to time and as applicable to its role and designation in the Company. It is the Employees obligation to be familiar with all Company security policies, procedures and instructions, and remain current on all trainings related to security and to raise to their manager any security vulnerabilities of which they become aware.

3.2 Employee shall be performing such computer programming, software development, system analysis, technical consulting, technical writing or any other specialized technical work and marketing as directed to be performed by the Company or Company's Client.

3.3 Employee agrees and understands that the nature and scope of Employee's work may change from time to time based on the requirements of the Company. Employee acknowledges that though the Company typically observes Saturdays and Sundays as weekly off days. However depending upon the Project/Assignment delivery need(s), the Company may require utilizing these days as normal working days or may even require different working hours and the Employee agrees they will strictly adhere to the work schedule as provided by the Company.

At times, the Employee may also be required to work in different shifts based on the business requirements so Employee agrees not to refuse incase instructed to stay over beyond working hours or to work in shifts due to exigencies of work.

Employee acknowledges and agrees that the Company reserves the right to transfer or depute them anywhere in India or abroad them to any of the Company's location, division, department, or to any other organization, or at any of the Client offices, project locations, divisions or departments.

3.4 The Employee shall be required to travel as may be necessary in the performance of the Employee's duties. The Employee agrees to perform duties or services not only for the Company but also for any Associated Company where such duties or services are of a similar status to or consistent with the Employee's designation with the Company. The Company may at its sole discretion assign the Employee's



- employment to any Associated Company on terms and conditions that are no less favorable than those set out, or referred to, in this Agreement.
- 3.5 The Employee shall be permitted to provide the address of the Company only to valid business contacts and shall be individually responsible for it. The Company does not take any responsibility for any of Employee's personal mails received at the Company's address.
- 3.6 The Employee shall at all-time strictly adhere to the Information Security policies and procedures including GDC and GPMO – End User Security Policy of the Company and under no circumstances copy, download or extract any licensed, unlicensed, paid or unpaid programs, software's, data, information or applications, during the course of employment whether working onsite or offsite, using Company's or Clients Internet or email or any other IT related resources. Non-compliance of any provision of said policy may result in disciplinary action, including immediate termination from service for cause.
4. **TERM:**
Subject to the Employee's acceptance of the Appointment letter and signing this Agreement, Employee's employment with the Company shall commence from the Commencement Date and shall continue unless terminated as per Section 6 below.
5. **COMPENSATION & BENEFITS**
- 5.1 The Employee's annual salary for all services rendered shall be as specified in Annexure A (less applicable withholdings), payable in accordance with the Company's policies, procedures and practices, as they may exist from time to time. The Employee confirms that the compensation includes amount payable for assignment of Intellectual Property as envisaged below and adhering to all rights and restrictions contained in this Agreement.
- 5.2 The Employee's benefit package shall be as specified in Annexure A, as per the Company's policies, procedures and practices, as they may exist from time to time.
- 5.3 Employee acknowledges and agrees that the Compensation structure may be altered/ modified by the Company at any time without any prior notice to Employee.
- 5.4 Employee further agrees that the Salary, allowances and all other payments/ benefits shall be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source. All incentive payments are provided to Employee by the Company's at its own discretion and may be changed or cancelled at any time.
6. **TERMINATION OF EMPLOYMENT AND CONSEQUENCES OF TERMINATION**
- 6.1 **Termination**
- 6.1.1 Subject to Clauses 3.6, 6.1.2 and 6.1.3 hereof, either the Employee or the Company may terminate this Agreement by giving the other Party written notice of at least 90 calendar days in advance of the Party's intent to terminate the Agreement or by payment of salary in lieu thereof. On the notice being served on the Company, the Company, at its discretion, may relieve the employee without completion of the notice period. The Company shall be entitled to pay salary in lieu of notice to the Employee in the event of termination of the employment by the company.

Due to exigencies of business the Company may, at its sole discretion, reject the adjustment of salary in lieu of notice and ask you to serve either the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issuance of a letter by the Company to that effect.

Not fulfilling the notice period conditions would mean that the Company may, at its discretion, initiate legal proceedings against the delinquent employee

6.1.2 Reasons for termination

Without prejudice to the grounds of termination as stated in Clause 3.6, 6.1.3, 6.1.4 and 13 the employee is liable to be terminated or dismissed from the services with immediate effect for good cause in the following situations which are by way of illustration and not limitation to other grounds for dismissal for good cause:

- Misconduct or disobedience of written instructions given by the reporting officer or higher management.
- Misrepresentation or giving false statements about personal, academic or professional background or suppression of relevant facts during the selection process or at the time of joining
- Involvement in criminal offence
- Violation of the terms of employment and undertaking given at the time of joining/ or thereafter, or violation of the service agreement
- Medically or mentally unfit
- Sexual harassment
- Loss of confidence
- Abetting or inciting others to disobedience or misconduct
- Indulging in unprofessional activities
- Moral turpitude
- Obstruction or lack of cooperation in any investigation by the Company or any government agency
- Theft of Company's (or Clients) proprietary data, information
- Unethical conduct
- Any substance abuse, not limited to drug, alcohol addiction
- Conflict of interests with Company's business interests
- Seven days of unapproved or uninformed absenteeism from Duty would be treated as 'Absconding' (and followed by termination as per policy)
- Failure to adhere to any instructions or directions of the Company in the ordinary course of employment, including but not limited to, directions as to temporary or permanent postings, relocations or deputations at any business location of the Company or any business location of its client within India or outside India.

6.1.3 The Company reserves the right to terminate this Agreement without any prior notice if the employee is found unsuitable due to performance or other reasons, within the first 90 days of the Agreement.

6.1.4 Notwithstanding anything contained in this Agreement, employee is liable to be terminated or dismissed from the services in case unsatisfactory performance by serving advance notice of at least 30 calendar days in advance of the Party's intent to terminate the Agreement or by payment of salary in lieu thereof except in the following cases:

- (a) in case of unsatisfactory performance improvement process where the employee can be terminated without any advance notice or salary in lieu thereof
- (b) when the employee is terminated during the first 90 days as stated in clause 6.1.3,

6.2 Consequence of termination

6.2.1 The Employee agrees that the Company may, and the Employee expressly authorizes the Company to, deduct from the Employee's payment any such outstanding expenses, which were or remain unpaid at the time of the termination of the Employee's employment. In case



of termination within a period of 12 months from the Commencement Date, the Company would be authorized to deduct the joining relocation expenses incurred on the Employee, if any, along with an amount of INR 5000 towards administrative and other expenses.

- 6.2.2 Any provision or covenant of this Agreement, which expressly, or by its nature, impose obligations beyond the expiration or termination of this Agreement, shall survive such expiration or termination.
7. PERSONAL SERVICES OF EMPLOYEE: Employee must personally perform the work as directed by the Company. Employee agrees not to hire, supervise or pay assistance to other individuals to perform any portion of work, except as specifically directed in writing by the Company.
8. EXCLUSIVITY: Employee hereby agrees that during the term of this Agreement he shall provide full time services to the Company and shall not provide services, consultancy or advisory work whether paid or unpaid, full time or part time to any other third party without the express written consent of the Company.
9. NON-COMPETE AND NON-SOLICITATION
- 9.1 During the subsistence of this Agreement, the Employee undertakes not to directly or indirectly in any manner whatsoever:
- (i) serve as an advisor, agent, consultant, director, employee, officer, partner, proprietor or otherwise of any business in competition with the Company's business as conducted by the Company while in the course of his employment with the Company;
 - (ii) have any ownership interest in any business in competition with the Company's business as conducted by the Company during the course of his employment with the Company; and
 - (iii) Participate in the organization, financing, operation, management or control of any business in competition with the Company's business as conducted by the Company during the course of his employment with the Company.
 - (iv) Have any complete or partial ownership interest in Vendor / Customer/ Partner of the Company without seeking written approval of the Company. For seeking approval, Employee is required to provide necessary details in the Company's prescribed format as provided in Quality Management System.
- 9.2 During the subsistence of this Agreement and for a period of twelve months immediately following the termination of this Agreement, the Employee undertakes not to directly or indirectly in any manner whatsoever:
- (a) induce, or solicit, or entice or procure, any person who is a Company employee, independent contractor or consultant to leave the Company's employment or other working arrangement; or
 - (b) be personally involved to a material extent in (i) accepting into employment or (ii) otherwise engaging or using the services of any person who is a Company employee;
 - (c) solicit, contact, interfere with, do business with or endeavour to entice away from the Company any Person who is, or was a Client of the Company or was a prospective customer or client of the Company and with whom the Employee had contact during the employment tenure.
- 9.3 The Employee undertakes that in the event of leaving the employment of the Company for any reason whatsoever, the employee hereby grants consent to notification by the Company to the new employer about the obligations under this Agreement.



- 9.4 That the employee agrees not to directly or indirectly compete with the business of the Company during the period of employment and for a period of one year following termination of employment and notwithstanding the cause or reason for termination. The term "not compete" as used herein shall mean that the Employee shall not accept employment or any other engagement with any client of the Company including any customer or associate of that client and that the Employee shall not engage in any business activity in which the Company may substantially involve itself during the term of employment.
10. DIRECTIONS, SUPERVISION AND COOPERATION:
- 10.1 Employee agrees to adhere to all applicable policies, procedures and rules of the Company as mentioned in the various employee policy document (the "Policy Documents") and as may be amended and revised from time to time. The Employee Handbook shall inter alia include provisions relating to conduct of employees including conduct of employees on Client's site, holidays, sickness, grievance redressal procedure, behavior towards women employees etc. and the Employee is required to abide by the same. In case of being posted at client site, the employee agrees to abide and adhere to all applicable policies, procedures and rules of the client.
11. CONFIDENTIALITY
- 11.1 The Employee agrees and acknowledges that in the course of employment with the Company, the Employee shall have access to Confidential Information of the Company and/or the Associated Company and/or its Vendors and Clients present, past and/or prospective as well as personal information of other Associates. The Employee understands and acknowledges that access to the Confidential Information has been provided to the Employee solely as a consequence of the employment with the Company.
- 11.2 The Employee understands and acknowledges that the Confidential Information is of immense value to the Company and/or its present, past or prospective clients. The Employee understands that any use or disclosure of such Confidential Information including any inadvertent disclosure can cause immense and irreparable harm, loss, damage and injury to the Company or its Associated Companies or its Vendors or its Clients or its fellow Associates and their reputation and hence the Employee undertakes to keep such Confidential Information confidential and use it solely in the manner expressly authorized by the Company and only during the term of his employment with the Company.
- 11.3 The Employee shall neither during the employment (except in the proper performance of specified duties) nor at any time after its termination directly or indirectly:
- (i) use, for personal purposes or those of any other person, company, business entity or other organization whatsoever; or
 - (ii) disclose to any person, company, business entity or other organization whatsoever; any Confidential Information relating or belonging to the Company or any of its Clients.
12. INTELLECTUAL PROPERTY
- 12.1 The Employee acknowledges that all Intellectual Property which the Employee solely or jointly conceives or develops or reduces to practice or causes to be conceived or developed or reduced to practice, during the employment with the Company, shall belong to the Company absolutely and the Company alone, at its sole discretion, shall have the right to exploit any and all of the said Intellectual Property rights by any means throughout the world. The



Employee shall not have nor claim any right in any of the aforementioned Intellectual Property in any manner whatsoever. The Employee further understands and agrees that the decision whether or not to commercialize or market the Intellectual Property is within the Company's sole discretion.

- 12.2 The Employee hereby irrevocably and unconditionally waives any and all moral rights or any rights of similar nature under any law in any jurisdiction in and to any and all material written, created or devised by the Employee whether solely or jointly and pertaining specifically to the operation or business of the Company or resulting from or suggested by anything which the Employee shall have done pursuant to his appointment with the Company.
- 12.3 The Employee hereby irrevocably appoints the Company as its constituted attorney for the purpose of executing in the name of the Employee and on the behalf of Employee for all such deeds and documents as may be required pursuant to this Section 12 which relate to Company's ownership of Intellectual Property Rights.
- 12.4 The Employee acknowledges that the remuneration includes compensation for the confirmation and the assignment to the Company of all Intellectual Property created by the Employee.
13. REPRESENTATIONS: The Employee represents and warrants that all information provided by the Employee (including resume, interviews, degree documentations, prior employers and positions held with that employer and references) for the purposes of employment with the Company is true and accurate. Employee further warrants that he is not restricted by any agreement, arrangement, contract, understanding, Court Order or otherwise and has no conflict of interest derived from an employment or other agreement made with any third party. Employee understand that any misstatement made by Employee concerning the background information and qualification or agreements made with other parties may be grounds for immediate termination by the Company and the Employee shall be responsible for any damages that may have been caused to the Company.
14. General Provisions:
- 14.1 Moral Responsibility & Honesty:
The employee is expected to deal with Company's , Associated Company's and Third Party's money, material and documents with utmost honesty and professional ethics. The employee service may be dispensed at any time without any notice if the employee is found guilty of gross indiscipline, fraud, falsification of documents misappropriation of any corporate assets or opportunities or acting against the interest of the Company.
- 14.2 Secrecy:
- a) The employee shall not give anyone, by word of mouth writing, facsimile any particulars or details, which shall be acquired during the course of this employment with the Company of its working system, technical know-how, security arrangements, administrative and/or Organization matters and of its clients whether confidential, secret, either during the employment with Company or afterwards.
- b) Employee acknowledges that the terms and conditions of this contract, as are stipulated here or to be intimated hereafter are to be treated as strictly confidential and its contents not to be divulged and disclosed to any employee of the Company/person connect with the Company.

14.3 Education:

In case the employee intends to appear in some examinations or wish to attend some classes while working with the Company, then he/ she is required to obtain prior permission in writing from the Functional Head HCM of the Company by giving full details of course including time frame involved is mandatorily to be obtained by the Employee

14.4 Disclosure of Criminal offence

Employee is required to make a full disclosure in the event of having been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to joining the Company. The disclosure should be made in the Company's prescribed format as provided in Quality Management System.

15. MISCELLANEOUS

15.1 Indemnity

15.1.1 Without prejudice to any other right available to the Company in law or under equity, the Employee hereby indemnifies and agrees to defend and hold harmless the Company their directors, officers and employees, from and against any and all losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) (the "Losses") based upon, arising out of, or in relation to or otherwise in respect of:

- (i) any act of neglect or misconduct in respect of any matter arising out of carrying out the duties assigned to the Employee; or
- (ii) breach of representation or warranty ; or
- (iii) any breach in respect of any matter arising out of carrying out the duties assigned to the Employee resulting in any successful claim by any third party against the Company.

15.2 Notices

15.2.1 Any notice or other communication required to be sent under this Agreement by the Company shall be sent or delivered to the address as noted in the company records.

15.3 Entire Agreement

This Agreement embodies the entire Agreement between the Parties hereto and other than additional authorizations or documents signed in connection with employment supersedes all prior or contemporaneous, oral or written understandings, negotiations, or communications on behalf of such Parties.

15.4 Severability

If any provision of this Agreement is invalid, unenforceable or prohibited by law, this Agreement shall be considered divisible as to such provision and such provision shall be imperative and shall not be part of the consideration moving from either Party hereto the other, and the remainder of this Agreement shall be valid, binding and of like effect as though such provision was not included herein.

15.5 Modification and Waiver

No modification or amendment of this Agreement shall be valid or binding unless made in writing and, in the case of an amendment, executed by both the Parties and in the case of a



waiver, by the Party against whom the waiver is to be effective. No failure or delay on the part of any of the Parties in the exercise of any right, power, privilege or remedy provided in this Agreement shall operate as a waiver of such right, power, privilege or remedy, or as a waiver of any preceding or succeeding breach by the other Party to this Agreement. Any single or partial exercise of any right, power, privilege or remedy shall not preclude any other or further exercise of such or any other right, power, privilege or remedy provided in this Agreement all of which are several and cumulative and are not exclusive of each other or of any other rights or remedies otherwise available to a party at law or in equity.

15.6 Force Majeure

Neither Party will be liable to the other for failure to perform its obligations hereunder if and to the extent that such failure to perform results from causes beyond its control, including, without limitation, strikes, lockouts, or other industrial disturbances; civil disturbances; fires; acts of God; acts of a public enemy; compliance with any regulations, order, or requirement of any governmental body or agency; or inability to obtain transportation or necessary materials in the open market.

15.7 Contradiction

In case of any contradiction between this contract and Company general policies, Company Policies as stated in the Quality Management System shall prevail but only to extent of contradiction.

15.8 Governing Law and Jurisdiction

This Agreement is made under and will be construed in accordance with the laws of India. Both Parties irrevocably agree that any legal action, suit or proceeding brought by it in any way arising out of this Agreement must be brought solely and exclusively in the courts of Pune and with that end and intent in mind the Parties submit to the exclusive jurisdiction of courts of Pune only.


For Fujitsu Consulting India Private Limited,

Sumit Sabharwal
Head of HR Delivery Management, Global Delivery

I HAVE CAREFULLY READ AND UNDERSTOOD ALL THE TERMS OF THIS AGREEMENT. I CONVEY MY ACCEPTANCE BY SIGNING A COPY OF THIS AGREEMENT AND RETURNING THE SAME TO THE COMPANY.

Name in Full Komal Mulik

Place: Pune

Signature 
546DB67EDFB9420...

Date: 23-Sep-21 | 08:14 BST

Address _____

Encl: Annexure-A (Salary Structure)

Annexure-A


Komal Mulik

Application Developer Trainee

With reference to your Appointment Letter, the compensation package would be as mentioned here under

A	Emoluments	Monthly(Rs.)	Annualized(Rs.)
1	Basic	15000	180000
2	House Rent Allowance	3000	36000
3	Education Allowance	200	2400
4	Other Allowance	4062.00	48744
5	Bonus	3800	45600
	TOTAL 'A'	26062	
B	Flexible Benefits Plan *		
1	Telephone Reimbursement	0	0
2	Leave Travel Allowance	N/A	0
	TOTAL 'B'	0	
C	Others		
1	Company Contribution to Provident Fund(PF)	1800	21600
2	Short Term Incentive Pay**	0	0
3	Timesheet Linked Payout	0	0
4	Project Allowance***	0	0
	TOTAL 'C'		334344
	Employee Benefit Insurance ****	N/A	7000
	Gratuity	N/A	8656
	TOTAL COST TO COMPANY		350000
<p>*Flexible Benefits Plan are exempt from tax to the extent of Bills/Proofs produced and as admissible under Tax rules. **Short Term Incentive Pay (STIP) shall be payable as per STIP plan applicable for the financial year. The payout shall be based on the discretion of management and will depend on performance of the organization & individual. The payout will be made only if you are on company rolls on the last day of the applicable PI period. ***Project Allowance will be paid as per the policy **** Employee Benefit Insurance covers a packaged cost of medical, life and personal accident insurance.</p>			

The Monthly portion of the salary will be paid by the 1st banking day of the next month, Taxable components of the Quarterly portion will be paid along with the Payroll for the Quarter-end months (June, Sept, Dec and March) and the Annual portion will be paid with March Payroll.

DocuSigned by:

546DB67EDFB9420...



As part of the Company's prevalent Welfare Policy, each employee is suitably insured. Within 45 days of your employment, the Company would also take an insurance cover for you for life and accident for Rs. 2500000 and a Mediclaim policy for Rs. 300000. Insurance covers would begin after the Insurance Company accepts and processes all information provided by you after joining. Any subsequent claims will be submitted by the employee to the Insurance Company and will be subject to the terms and conditions of the Insurance Company. The Company provides for Gratuity benefits to all its employees.

For Fujitsu Consulting India Private Limited,

Sumit Sabharwal
Head of HR Delivery Management, Global Delivery

Declaration:

I have read and understood all portions of Annexure- A. I accept the same.

Employee Signature	 546DB67EDFB9420...	Date	23-Sep-21 08:14 BST
Employee Name	<u>Komal Malik</u>		



Welcome to Nokia Onboarding!

1 message

<Ourtalent.Recruiting@nokia.com>
To: ketakidhakne23@gmail.com

Wed, Nov 10, 2021 at 5:00 PM

NOKIA

Welcome to Nokia Onboarding!



Dear Ketaki

We are excited that you will be joining us!

Your onboarding journey is about to start. Soon you may expect few emails from IMEA NewHireConnect for documentation, offer contract and joining related information.


During this period, you will be in touch with your Manager, Onboarding Buddy and the Human Resources team to make sure everything is in place for your joining.


Enclosed is the overview of onboarding journey which starts from your joining date. Align with your manager to familiarize yourself with what you need to know.

Looking forward to your first day!

Warm regards,
Nokia Onboarding Team

Connect and Engage with us

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 [Follow us on Twitter](#)

NOKIA

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**FUJITSU CONSULTING INDIA PRIVATE LIMITED**A-106, LGF, Dayandand Colony
Lajpat Nagar - IV,
New Delhi
Pin: 110024**Pay Slip for November 2022**

EmpNo Name Location Bank Name Bank A/c No Payable days	29981 Dilip Palekar 01-Pune ICICI Bank Limited 095301002342 30	Joining Date PAN P.F. No. UAN E.S.I. No. Grade	29-10-2021 CKPPP8719N MH/122019/0038710 101564305731 FJ07
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Attendance	Arrear Days 0.00
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Earnings	Current Month	Year To Date Earnings	Deductions	Current Month	Year To Date Deductions
Basic	15,000.00	120,000.00	Provident Fund	1,800.00	14,400.00
House Rent Allowance	7,500.00	60,000.00	Profession Tax	200.00	1,600.00
Bonus (Stat)	3,800.00	30,400.00	Labour Welfare Fund	0.00	12.00
Other Allowance	2,661.00	21,764.00			
Children Education Allow.	200.00	1,600.00			
Time Sheet Linked	1,000.00	8,000.00			
Supplemental Pay	1,000.00	8,000.00			
Language Allowance	0.00	19,628.00			
Total	31,161.00	269,392.00		2,000.00	16,012.00

Net Pay : Rs. 29,161.00 Rupees Twenty Nine Thousand One Hundred Sixty One Only.

This is computerized generate document, hence signature not required.

MONTH/YEAR : July / 2021 OEN INDIA LIMITED 125

NAME : VIJAY GOUTAM JONDHALE

UAN. 101682113090 P.F.NO.PUPUN0033347/34930 ESI.NO. 3312738164

EARNINGS ---> 18316.39

DEDUCTIONS-->	PF	ESI.	PT.	CANTEEN	LWF.	ADV.	OTHER	TOT.DED.
	1290	138	200					1628.00

TOT.PAY : 16688

NET PAY :

Contact

www.linkedin.com/in/suraj-kadam-a1076a168 (LinkedIn)

Top Skills

Universal Asynchronous Receiver/Transmitter (UART)
Transmission Control Protocol (TCP)
Real-Time Operating Systems (RTOS)

Certifications

Post Graduate Diploma in Embedded System Design

Suraj Kadam

Software Engineer | AUTOSAR
Pune, Maharashtra, India

Summary

Electrical Engineering graduate with a Post Graduate Diploma in Embedded System Design.
Working as a Software Engineer at RealThings GmbH.
Having a keen interest in Embedded system design.
Comprehensive knowledge of programming in C, C++ languages.
Tools: QNX Momentics IDE, Keil uvision 5, MPLAB DaVinci Developer and Davinci Configurator.
OS: QNX Neutrino RTOS, Linux, Windows.
Protocols: UART, I2C, SPI, CAN, UDP, TCP-IP.
Programming Languages: C, Embedded C, C++, Python.

Experience

RealThings GmbH
Software Engineer
July 2022 - Present (7 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Electrical and Electronics Engineering · (2016 - 2020)

BICARD Institute
P.G. Diploma, Embedded System Design · (August 2021)

S.V. Union College of Science Pune
HSC · (June 2014 - April 2016)

Vishwakarma Institute Of Technology
SSC · (June 2004 - April 2014)

Contact

www.linkedin.com/in/shital-suryawanshi-b47b58210 (LinkedIn)

Top Skills

Engineering
Communication
Presentations

Shital Suryawanshi

Electrical Design Engineer at JCB India Ltd.
Pune, Maharashtra, India

Summary

Working in Electrical Schematic and Harness designing.

Experience

JCB India Ltd.

2 years 2 months

Electrical Design Engineer

December 2021 - Present (1 year 2 months)

Pune, Maharashtra, India

Graduate Apprentice Trainee (Electrical Designing)

December 2020 - November 2021 (1 year)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Electrical Engineering · (2017 - 2020)

Government Polytechnic Pune

Diploma in Electrical Engineering, Diploma · (June 2014 - May 2017)

Contact

www.linkedin.com/in/chinmay-dange-78864a190 (LinkedIn)

Top Skills

Engineering
Management
Leadership

Chinmay Dange

SE at Infosys
Pune, Maharashtra, India

Summary

Enthusiastic and eager to contribute to team success through hard work, attention to detail and excellent organizational skills. Motivated to learn, grow and excel in my field.

Experience

Infosys
System Engineer
January 2022 - Present (1 year 1 month)
Pune, Maharashtra, India

National Informatics Centre, MeitY
Rollout Manager
January 2021 - August 2021 (8 months)
Solapur, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Electrical Engineering · (2017 - 2020)

Contact

www.linkedin.com/in/yash-solshe-901953170 (LinkedIn)

Top Skills

Java

Test Automation

Test Cases

Yash Solshe

Software Test Engineer
Pune, Maharashtra, India

Summary

2 years of Experience in Capital Market Domain using Automation testing

and Manual Testing.

Ability to communicate clearly across teams in the project.

Executed all the test case and report defects, define severity and priority

for each defect.

Knowledge of functional, regression and ad-hoc testing, proficiency in

Manual Testing, SDLC Mode.

Good understanding of domain or industry to drive the deliverables that

meet clients business objectives.

Good experience in creating, modifying, and enhancing both manual Test

cases and Test Scripts created in Selenium Web Driver, and problem

Experience

VibrantMind Technologies Pvt Ltd

Software Test Engineer

August 2020 - Present (2 years 6 months)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

· (2017 - 2020)

Contact

www.linkedin.com/in/priyanka-d-84ba911b1 (LinkedIn)

Top Skills

GitHub

Bootstrap

HTML

Languages

Hindi (Full Professional)

Marathi (Native or Bilingual)

English (Full Professional)

Priyanka D.

BE Electrical

Pune, Maharashtra, India

Summary

Looking for a job as Software Engineer

Experience

Capgemini

Analyst/ Software Engineer

May 2022 - August 2022 (4 months)

Amphenol Interconnects Pvt. Ltd.

Diploma trainee

May 2016 - November 2016 (7 months)

Pune, Maharashtra, India

Work assigned to me was to keep an eye on orders and complete them within a given time period with the team members

Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Electrical Engineering · (2017 - 2020)

Contact

www.linkedin.com/in/sumit-malkar-988975238 (LinkedIn)

Sumit Malkar

Assistant System Engineer at Tata Consultancy Services
Pune, Maharashtra, India

Experience

Tata Consultancy Services
Assistant System Engineer Trainee
February 2022 - Present (1 year 1 month)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Electrical engineering · (June 2017 - April 2020)

MDJIT bhose
Diploma · (June 2014 - May 2017)

SM Highschool Malgaon
SSC · (June 2013 - April 2014)

Contact

www.linkedin.com/in/vinay-kumar-devanpally-b29b42148 (LinkedIn)

Top Skills

Field Instruments

Vinay Kumar Devanpally

Testing and Inspection Engineer at SWEN KONFIRMITY
Pune, Maharashtra, India

Experience

Swen Konformity
Testing and Inspection Engineer
March 2021 - Present (2 years)
Pune/Pimpri-Chinchwad Area

Education

ZES

Bachelor of Engineering, Electrical and Electronics Engineering · (2017 - 2020)

Government Polytechnic Nanded

Diploma in Electrical Engineering, Electrical Engineering · (2014 - 2017)

Andhra Samithi English Medium High School

SSC · (2013 - 2014)

Contact

www.linkedin.com/in/dwarka-langar-52b2561b3 (LinkedIn)

Top Skills

Customer-focused Service
Tableau Developer

Dwarka langar

Process Executive at Cognizant
Pune, Maharashtra, India

Summary

Work experience as a project coordinator

Experience

Cognizant
Process Executive
August 2022 - Present (7 months)
Pune, Maharashtra, India

Education

Savitribai Phule Pune University
Bachelor of Engineering - BE, Electrical engineer

KSSR Girls' Highschool & jr. College
Bachelor of Engineering - BE, Electrical Engineer · (October 2017 - June 2020)