



Dear All,

Good morning !

We are pleased to inform you that the following candidates have been short listed for joining the **Pusalkar company** as Trainee Engineers in the QA department subsequent to the interview we had with them last week. Selected students have to join on **Monday 13th September 2021** and report to Mr Parag Page.

1. Ms Vedika Pardeshi
2. Mr Ganesh Jadhav
3. Mr Akash Kamble.

Congratulations..!!!

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Achievements:

1. **GOLD RATING in AICTE - CII Survey of Industry-Linked Technical Institutes 2020**
2. **Accredited by NAAC with "A" Grade**

HRD/1002053956/21-22

August 17, 2021

Mr. Nishikant Prabhakar Jadhav
Plot No 8, Rui Colony
Gawdewadi, Kalmath
Kankavli - 416602
Maharashtra
India
Ph: (91) 86684 13503

Dear Nishikant,

Congratulations! We are delighted to make you an offer as **Associate Business Analyst** and your role is **Associate Business Analyst**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **August 23, 2021**.

Location

Your location for training is **Pune,SEZ, India** ("work location"). You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location

Your location of final posting shall be communicated to you by the Human Resources Department ("HR") of the Company upon your successful completion of the initial training at the **Pune,SEZ**, facilities of the Company. For the purpose of clarification, the location of your final posting shall be at the sole discretion of the Company.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*



HRD/3T/1002453889/21-22

September 18, 2021

Mr. Akash Shivaji Karale
Parli Vaidyanath
Parli Vaidyanath
Parli-431515
India

Ph: +91-8788428507

Dear Akash,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.18 19:43:42 IST
Reason: Digitally Signed
Location: Bangalore

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HRD/1002453889/21-22

September 18, 2021

Mr. Akash Shivaji Karale
Parli Vaidyanath
Parli Vaidyanath
Parli-431515
India

Ph: +91-8788428507

Dear Akash,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

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

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the Training)

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

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

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

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

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



July 27, 2021

HRD/3T/21-22/1002128083

Ms. Rutuja Katore
Candidate ID: 1002128083
141
Sangavi
Sangamner - 422603
Sangamner
India
Ph: (91) 98344 59775

Dear Rutuja,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

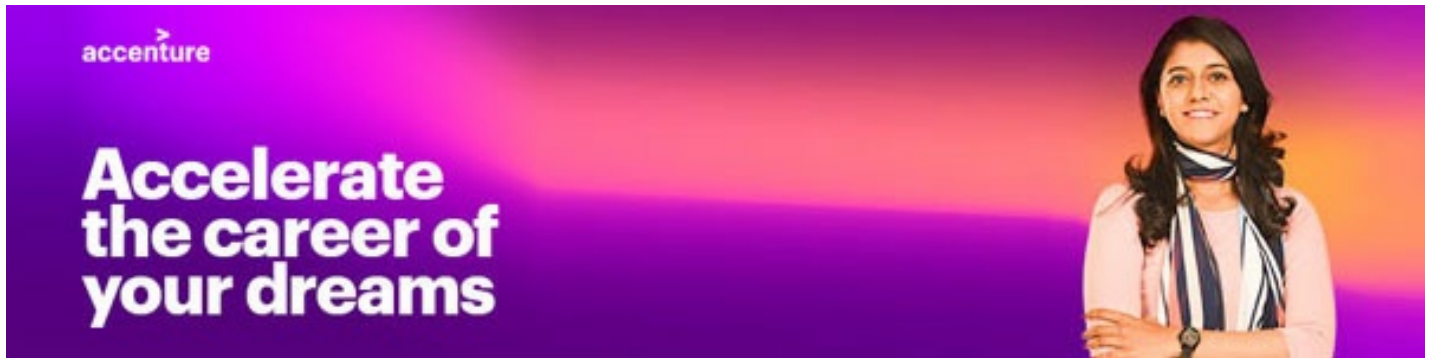
Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



To,

Name : Rohan Sunil Borole

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rohan Sunil Borole,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



To:
Mr. Aashish Sayaji Tathe(10012172)
A/p. Kendur,
Tal. Shirur

Maharashtra,Pune-412403

Date: 04-Aug-2021

Subject: Fixed Term Employment Contract

Dear Mr. Aashish,

With reference to your application and subsequent interview, you are appointed as **Field Inspector** on fixed term assignment basis for the specific project of Industries & Environment Business/Function, Chakan-Lab from 12-Jul-2021 to 31-Dec-2021 on the following terms and conditions.

1. Your immediate posting will be at Chakan.
2. This Fixed Term Employment Contract shall automatically come to an end at the close of working hours on 31-Dec-2021 unless extended by the Company in order to enable you to complete the assignment herein without the need for any further act or writing by either parties hereto. Prior thereto, this employment contract can be terminated by either party giving to the other, at any time, notice of one month in writing or by paying one month's basic salary in lieu of notice.
3. The Company shall for the performance of your services under this contract and the due performance of thereof, pay the following remuneration to you

Part I

| Components | Per Month(INR) |
|------------------------|----------------|
| Basic | 8,500/- |
| House Rent Allowance | 4,250/- |
| Compensatory Allowance | 1,550/- |

Part II

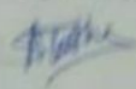
Provident Fund & ESIC : As per the statutory provision and rules in force and amended from time to time.
Annual Bonus : Applicable as per the Statutory Provisions.

4. This contract is on a principal-to-principal basis and nothing contained herein shall constitute you as an agent and/or employee of the Company and no general or special agency, master and servant relationship or any relationship other than that of a principal

A. Tathe

and you on the terms contained herein shall be or is intended to be created or implied by or under this contract. You shall have no authority to bind the Company in any mode or manner. However, you shall be governed by the work safety rules/regulations.

5. At the sole discretion of the Management you may be posted or transferred to any of the Establishments, Departments, Business or Operations of the Company, Corporate Body or Firms, Trusts, Society or Association whatsoever with which the company may have any official connection in India or abroad and will be governed by the service rules in force from time to time at the place of your posting.
6. You shall during the continuance of this contract honestly, faithfully, diligently and efficiently serve the Company and shall perform the duties assigned herein. You shall:
 - a. Attend to, discharge and carry out all the duties/assignments and functions entrusted to you from time to time and in all respects behave yourself as a good and faithful.
 - b. Devote the whole of your time and energy exclusively to assignment entrusted to you.
 - c. Serve the Company, obey all the lawful directions and orders of the Company, its management and of any officer placed in authority over to you.
 - d. Perform and carry out any work which may be entrusted to you.
 - e. Consider safety of his own, that of Company and of others on office as his prime responsibility and shall protect the Company's property, material, men from any theft, pilferage and loss.
7. All communications, reports, data, etc. that may have been prepared by you in the carrying out of the assignment hereunder shall be between you and the Company. You shall not divulge, discuss or provide any work hereunder to anyone else except the Company without the prior written consent of the Company.
8. You shall at once inform the Company of any act of dishonesty and or any action prejudicial to the interests of the Company on the part of any person, which may come to your knowledge.
9. You shall not at any time absent yourself without any prior intimation / permission of your superior. In case of illness or accidents you shall forthwith notify the Company or the management of such illness or accident and shall furnish such evidence thereof as may be required. However, the Contingency Leave shall be provided as per the Company Policy.
10. You shall be bound by the company's Code of Integrity and Professional Conduct during the continuance of this contract. Non-adherence to the same may cause termination of contract forthwith without any compensation.
11. By virtue of this contract, you may have access to certain confidential information of the Company. During the continuance of this contract as well as at all times thereafter, you shall keep confidential and prevent the disclosure or divulgence, directly or indirectly to any person/third party, of any and all information, instruments, documents, reports, statements, log books, records, correspondence, discussions, contracts, plans, drawings, photographs, copies, methods, trade secrets, manufacturing process, machinery, know - how, layouts, patents, transaction affairs, dealings, finances and



accounts to your knowledge. Any disclosure of such information shall be deemed to be a breach of this contract and you will be liable to compensate to Company for any loss suffered on that account. This provision shall continue to apply for the period two years after the termination of contract with the company and shall cease to apply only with respect to information or knowledge, which may come into the public domain without your fault.

12. You shall not during the continuance of this contract make otherwise than for the benefit of the Company any notes or memoranda relating to any matter within the scope of this contract or concerning any of the Company's dealings or affairs nor shall you either during the continuance of this contract or afterwards use or permit to be used any such notes or memoranda otherwise than for the benefit of the Company, it being the intention that all such notes or memoranda made by the you shall be the property of the Company and shall be left with the Company on the termination or expiration of this contract and you shall return the same to the Company upon termination/expiration of this contract or at any time upon request of the Company together with an affidavit stating that no such written drawings, documents, etc. are retained by you.
13. During the continuance of this contract if you become physically or mentally unfit for work and if the Company has satisfied itself of this fact on advice or proper medical authorities, the Company shall terminate this Contract without any notice or compensation.
14. If the Company has to close its business or curtail its activities due to circumstances beyond its control and if the Company finds that it is no longer possible to retain you any further, the Company shall have option to terminate this contract by giving you one month's notice or one month's basic salary in lieu of notice. No further compensation will be payable by the Company in such case.
15. The Company shall have the right to suspend you or terminate this contract without any payment or without any notice or compensation for breach of this contract, insubordination, misconduct either inside or outside, corruption, dishonesty, theft, fraud, absenteeism, etc.
16. You agree to recognise that the services to be performed under this contract are necessary for the Company to fulfill its contractual obligations to (SITE/SGS) and that the Company will suffer damages if the services are not performed fully and in time or performed without bringing to bear on them the necessary skill and experience possessed by you. Consequently, you agree that you shall not terminate this contract during its validity except with the written consent of the Company. Any breach of the provisions herein shall be liable to compensate the Company. Without limiting the generality of the foregoing, you shall for any breach aforesaid be liable, at the minimum, to refund all the amounts paid to you by the Company. You also indemnify the Company against all losses, damages, adverse claims, litigation, charges, penalties which the Company may be subjected to by reason of his part performance/non-performance/delay in performance of any contractual obligations under this Contract.
17. This contract set forth the entire agreement and understanding between the parties with respect to the subject matter hereof and merges all previous agreements, discussions and negotiations between them; and none of the parties shall be bound by any

A. Bhatia



conditions, representations, understandings or warranties with respect to such subject matter other than as expressly provided herein.

18. You are requested to make a careful note of "SGS IT resources usage and Internet Use Policy". The terms and conditions as stipulated in the policy documents will remain binding on you as a part of this contract.
19. Any notice required herein to be given by the Company shall be sufficient if signed by a Manager or other authorised person and served at your address appearing in the preamble hereto, unless a different address shall have been furnished in writing by you prior thereto.
20. In the event of any force majeure event, or any other exceptional case including but not limited to loss of contracts / business, temporary or permanent suspension of work by any client, partial or complete closure of any SGS or client's facility, financial distress, or any other situation as may be considered appropriate by the Company and / or if the Company is unable to provide you work for any other reason, the Company may, at its sole discretion send you on leave without pay or reduce your remuneration till the situation improves.

Kindly return to us the enclosed duplicate copy of this contract duly signed by you in token of your confirmation and acceptance of the above terms and conditions.

Wishing you all the best in the discharge of your responsibilities.

Yours faithfully,

For SGS India Private Limited

Franklyn Henriques
Director - Human Resources

THE ABOVE TERMS & CONDITIONS ARE ACCEPTABLE TO ME

(Mr. Aashish Sayaji Tathe)

Date: 4/8/21

Date: 22nd April 2021

Mr. SHIVNEKAR SARANG
EPP Trainee No. GCEPP10264

Appointment as a Trainee

With reference to your application we are pleased to offer you an appointment as a Trainee for a period of Six Month under the provisions of the Employment Promotion Program with effect from **22-04-2021 to 21-10-2021**. Your training will automatically come to an end on expiry of the period Six Month. The terms and conditions governing this appointment will be as follows:

1. You will be appointed as an EPP Trainee as per the Governments Employment Promotion Program (EPP Scheme) and model standing orders applicable to the company. The Company has given an opportunity to learn various activities, tasks, jobs and assignments as deemed suitable considering your background and qualifications. The program of Training shall be entirely at the discretion of the Company.
2. You shall pay undivided attention to the training given and carry out all the instructions to the satisfaction of your trainer /s and superior/s. During the period of your apprentice training, test and interviews may be conducted to assess your learning.
3. A detailed documented communiqué as regards your responsibilities towards safety, forming part of the terms and conditions of your appointment is enclosed.
4. The training period may be extended or shortened at the discretion of the Management.
5. The continuation of this appointment is subject to your remaining physically and mentally fit. Further it is also subject to your performance in learning and implementing the lessons there from to the satisfactions of your trainer/s superiors.
6. Your appointment may be terminated at any time during the period of training as well without assigning any reasons whatsoever. Either party shall give at least 6 days notice or payment in lieu thereof in the event of termination of this arrangement.
7. The traineeship does not confer on you the status of a permanent employee and therefore, you would not be entitled to benefits, facilities and perquisites extended to permanent employees of the Company.
8. The Company is not bound to offer you employment at the end of the training period. However, in case the Company has any vacancy, it may consider candidature on applications and merits.
9. In case this training is terminated any time for any reason whatsoever, you shall return Company's property, including your records, notes, drawings, instruments etc., used or obtained during training.
10. You shall keep confidential and prevent divulgence of any information, documents etc. of the Company which might come to your knowledge or possession during the training period and thereafter as well.
11. You shall be governed by the rules and regulations brought about by the Management from time to Time.
12. Hence forth you will be paid stipend as follows.

| | | |
|---|----------------------------|--------------|
| A | Stipend | 11636/- P.M. |
| B | HRA | 581/- P.M. |
| C | *Yearly Bonus Paid Monthly | 947/- P.M. |
| D | Attendance Incentive | 800/- P.M. |



If No day's absent in a month then 800/- P.M
If one day's absent in a month then 400/- P.M
If two day's absent in a month then 200/- P.M

(If you are more than three days absent in a month, you will not be eligible for any attendance incentive)

Total Stipend 13964 /- per month (considering you will earn full attendance incentive)

*The statutory Bonus is being paid monthly under "Yearly bonus paid monthly" and will be adjusted against the total payment of bonus under the payment of bonus act.

13. Since you are being appointed as an "Apprentice/Trainee" under the model standing orders applicable to the company, you shall not be entitled to provident fund during this period of training.
14. Delay, omission on part of the Management in exercise of any of its right and authority, arising out of the above terms & conditions will not in any way impair the said right & authority, as also it shall not be considered as waiver thereof.

Please sign a duplicate copy of this letter in token of your acceptance of the traineeship on the terms and Conditions mentioned herein above.

We wish you well and hope that you will find the training useful in your career.

For Mahindra CIE Automotive Ltd.
(Gears Division)



Rohit Lamkhade
Human Resources



KPL/DET/2021

May 08, 2021

Mr. Ms. Rutuja D. Waghmare,
Katwa, Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Ms. Rutuja,

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing/availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

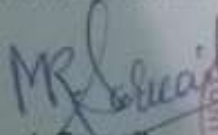
As a DET - Diploma Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 13,500/- (Rupees Thirteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 12/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarmaik
Sr. Manager - HR & Admin.
msarmaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



OFFER LETTER

<REF NO: M/S Kakade Laser/Quality control/05-2021/

Date : 04-05-2021

Mr. Pranav Jagdish Shinde

Subject: Offer Letter

Dear Mr. Pranav Shinde,

We are pleased to offer you the position of **Quality Engg** in our company based at **Khed shivapur** location. Your immediate reporting authority will be **Mr. Vikas Kamble** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Monthly Gross starting salary will be **Rs.13,500/-** and other taxes, PF and allowances will be deducted from the gross salary.

Please send a signed copy of this letter indicating your acceptance to join. Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Velu Plant**.

Please submit the following documents to HR at the time of your joining: (1) Original certifications, if any, (2) Five color passport-size photos, (3) proof of Identity (4) Proof of address.

We look forward to welcome you aboard.

From, **Kakade Laser**

Date : 04 May 2021

STAMP AND SIGNATURE



26-Aug-2021

Dear Ashish Ghorpade,
B.E., Mechanical
Zeal College of Engineering and Research, Narhe

Candidate ID – 17787034

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

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

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

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

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

Please note:

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

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

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

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

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

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

3.1 Cognizant Internship:

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

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

3.2 Continuous Skill Development (CSD) Program:

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

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

3.3 GenC Training Post joining:

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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

AND

Ashish Ghorpade, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

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

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

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

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

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

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited **[Name of Employee]**

Sign: _____
Name:

Sign: _____
Name:



29 September 2021

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Sarthak Jadhav

Address: Fl No1 Sadguru Prestige Mohan, Nagar Dhankawadi Pune411043, PUNE, 411043

This letter is to confirm that **Sarthak Jadhav** is currently employed at Amazon Development Centre (India) Private Limited.

Sarthak Jadhav is employed as a **CS Associate(IP)** and commenced employment with Amazon on **27 September 2021**.

This letter has been issued to the employee upon his/her request on the basis of data submitted by the employee to the Company. The Company bears no liability in event the aforementioned data is NOT found to be accurate.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in blue ink that reads "Soumya V". The signature is written in a cursive style.

Soumya V
ERC Delivery Hub Leader, Employee Services



ASHOK LEYLAND LIMITED

SUBJECT: - CONFIRMATION LETTER

DEAR CANDIDATE,

Consequent to the review of your performance during your interview round held on with HR Department. We have the pleasure in informing you that, you have been placed as a trainee.

All the terms and conditions as discussed in your interview (described below) remain unchanged till further written confirmation.

All the other terms and conditions as detailed in your joining letter remain un-changed, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

The Company will be offering you annual fixed compensation of **(INR 3.5 Lakh)**. This Amount does not include allowance and statutory benefits and will be structured in accordance with the Company's Compensation Guidelines. The Designation and Job location will be fixed by **ASHOK LEYLAND LIMITED**

At the time of reporting, you will come along with photo-copies of all required documents.

REQUIRED DOCUMENTS BY THE ASHOK LEYLAND LIMITED

- 1) Formal Photograph.
- 2) ID Proof
- 3) Qualification Certificates.
- 4) Experience Proof. (IF ANY)
- 5) Security Submission Proof.

You have to complete your Document Verification Security **Rs.8, 000/-**-(Eight Thousand Only). Interview ,Courier, accommodation, insurance, Processing & Maintenance charges. The **Refundable** Caution amount deposit of **Rs.8, 000/-** should be paid through any **Nationalized Bank**, Branch closer to you to our **ASHOK LEYLAND LIMITED**.HR accounting officer in charge of receiving payment of security deposit from Selected candidates.

| | |
|-------------------------|--|
| NAME | KERLE NISHANT CHANDRAKANT |
| DESIGNATION | JUNIOR ENGINEER IN MAINTENANCE DEPARTMENT |
| OFFEREING SALARY | 25,000/- per month + Incentive(3.5 lakh annually) |
| ACCOMMODATION | HOSTEL + CAB + FOOD |
| LOCATION | ALWAR, RAJASTHAN |

(*3 MONTHS TRAINING PERIOD: 20, 000/- per month + Accommodation).

ADDRESS- Matsya Industrial Area, Alwar, Rajasthan 301030

JOB DESCRIPTION:-

BUSINESS:-

Sales division (USA and overseas), logistics, public relations, financial and accounting, HR and general affairs, product planning, procurement, etc.

ENGINEER:-

Research, product development (design, experiment), production technology, quality control, service (technical sales), product planning, procurement, information technology, production control, etc.

JOB CATEGORY BUSINESS ENGINEER

CAREER PATH-

ASHOK LEYLAND LIMITED conducts human resource development program based on the long-term employment. **ASHOK LEYLAND LIMITED** creates a six-year training plan for each employee to acquire a multi-skill in order to be able to work around the world, not only in U.S.A.

Salary

[Actual Results in 2013]

2.41 to 7.2 PA

BENIFITS-

BENIFIT PROGRAMMES:

Info systems mutual aid association, employees sales, employee stock ownership plan, employee savings deposits, asset-building-system, corporate pension funds, etc.

WELFARE FACILITY:-

Dormitory, corporate housing, athletics ground, childcare facilities, gymnasium, recreation center, corporate membership facilities

Hope it will be fine with you.



MR. VIPIN SONDHI
(MANAGING DIRECTOR)

MS. UMA RAO
(HUMAN RESOURCE- HEAD OF DEPARTMENT)

ASHOK LEYLAND LIMITED

CIN: L34101TN1948PLC000105

1, Sardar Patel Road, Guindy Chennai - 600 032





Engineering Recruitment - 2021

Batch | CAHORS Transfix India



Pvt Ltd Inbox



Chandrashekhar Jaga... 11:54 AM

to me, Shubhangi ▾



Dear Candidate,

Greetings from Group Cahors,

I am Chandrashekhar Jagadale, responsible for Human resource at Group Cahors, Transfix India Pvt. Ltd., Ranjangaon Pune.

This has further reference to the telephonic discussion I had with you regarding your selection at Engineering function for mechanical design trainees.

Your onboarding at our company is confirmed on or before MON 22nd Nov'21 (Factory operations start timing 08:00AM). Kindly refer the checklist attached herewith. You are requested to fill employee details form and bring all relevant documents as per checklist on the day of onboarding.

Factory address is as below-

Group Cahors,
Transfix India Pvt Ltd.
Plot No E-90, MIDC Ranjangaon
Village Karegaon, Tal.- Shirur
Dist. Pune – 412220 Maharashtra – INDIA

26th July'2021

Suraj Unnikrishnan Nair
Pune

Subject: Offer Letter

Dear Suraj,

With reference to your interview, we are pleased to offer you the position of **Trainee Analyst (L4)** at **Publicis Media-PGD** on the following terms and conditions:

1. Your starting total annual compensation on cost to company (CTC) basis will be as per Annexure-A along with this offer letter.
2. You will be working from our office at **Awfis Space Solution Pvt Ltd. 2nd floor, Nucleus Mall, Opposite Commissioner office, 1 Chruh Road, Camp Pune-411001**. This place of work can be changed based on exigencies of work.
3. You will be required to join the Company by **5th August' 2021** as indicated by you failing which this offer shall lapse.
4. Either party will give the other two months' notice to terminate this employment.
5. You will be issued a detailed formal appointment letter upon joining the Company.
6. You will be governed by the service rules/policies of the Company issued from time to time on all matters concerning your employment with the Company.
7. Withdrawal of offer of employment: The management reserves the right to withdraw the offer without notice on the following grounds.

a. Unforeseen situations.

The management reserves the right to withdraw the offer in the case of any unforeseen situations like but not limited to natural calamities/ war/pandemic.

b. Negative reference checks/False information provided.

If any declaration given, or information furnished by you proves to be false, or if you are found to have willfully suppressed any material information, in such cases, your employment with our organization will be forthwith terminated without any notice.

Kindly sign and return the duplicate of this letter as a token of your acceptance of the offer. We look forward to you joining our organization and to a mutually beneficial association.

For and on Behalf of **Publicis Media- PGD**,

Shweta Gopalakrishnan
Head- Talent & Transformation

Offer Accepted (Signature):

Name:

Date:

Place:

Publicis Media

A Division of TLG India Pvt. Ltd.
Registered Office: 36, Big Apple A,
Dr. Shirodkar Marg, Parel,
Mumbai – 400 012

Corporate Office:
16th Floor, Urmi Estate, 95, Ganpatrao
Kadam Marg, Opp. Dawn Mill Company
Lower Parel, 400013 India.
Tel. :+91 22 3300 0400

| Annexure – A | | |
|--|-------------------------|-----------------|
| Name | Suraj Unnikrishnan Nair | |
| Designation | Trainee Analyst | |
| Level | L4 | |
| Monthly Salary Components (A) | Monthly | Annual |
| Basic | 15,000 | 1,80,000 |
| HRA | 7,500 | 90,000 |
| Special Allowance | 9,003 | 1,08,400 |
| Total (A) | 31,533 | 3,78,400 |
| Deductions (B) | | |
| PF Employer Contributions | 1,800 | 21,600 |
| Total (B) | 1,800 | 21,600 |
| Cost to Company (A+B) | 33,333 | 4,00,000 |

To Note:

- The reimbursement amount is subject to submission of original bills and to the maximum amount indicated above
- Other deductions (TDS, PF employee contribution, LWF, etc) as mandated by law

Deduction for Medclaim Premium:

- Self and Spouse and/or 2 children - Complete premium will be borne by the organization
- Parents - Employees have the option of taking a cover between Rs 2 lacs to 5 lacs as required and will have to pay the premium amount accordingly

Shweta Gopalakrishnan
Head- Talent & Transformation

Publicis Media

A Division of TLG India Pvt. Ltd.
Registered Office: 36, Big Apple A,
Dr. Shirodkar Marg, Parel,
Mumbai – 400 012

Corporate Office:
16th Floor, Urmi Estate, 95, Ganpatrao
Kadam Marg, Opp. Dawn Mill Company
Lower Parel, 400013 India.
Tel. :+91 22 3300 0400



Publicis Media

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Registered Office: 36, Big Apple A,
Dr. Shirodkar Marg, Parel,
Mumbai – 400 012

Corporate Office:
16th Floor, Urmi Estate, 95, Ganpatrao
Kadam Marg, Opp. Dawn Mill Company
Lower Parel, 400013 India.
Tel. : +91 22 3300 0400

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

Mustanseeer Shabbir Contractor

October 29, 2021

Dear **Mustanseeer Shabbir Contractor**,

With reference to our employment offer letter dated 22-October-2021, we are pleased to offer you an appointment in our organization as **Application Developer Trainee** at **FJ07** level in . 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 **29-October-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 Chennai. 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 from the date of joining. Unless communicated otherwise your services would be deemed to be confirmed on completion of the period of probation after your successful completion of certification of N-3 level Bilingual Training 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
Name: Mustanseeer Shabbir Contractor

Commencement Date: 29-Oct-21 | 16:36 IST

Signature:
F08AEE6BB6A1446...

Place: Pune

CENTREDGE SERVICES PRIVATE LIMITED

Flat No. 104, Tower -12, Blue Ridge Township Near MIDC IT Park,
Hinjewadi Phase 1, Pune Maharashtra- 411057
CIN U74999PN2016PTC167233



OFFER LETTER

Date: 28-Oct-2021

Hello Mr. Prasad Humbe,

With reference to your application and subsequent telephonic discussions, we are happy to offer you the position of **Software Engineer - Trainee** in **Centredge Services Pvt Ltd** based out of Pune, Maharashtra.

Initial 3 months of your employment will be considered as probation period and below are the expectations during these 3 months.

1. Probation start date will be **01-Nov-2021**
2. During probation period you should learn and understand the project and the customer environment
3. Centredge management or technical architect will assist you in understanding the concepts and the required applications and domains
4. A monthly feedback call will be set where you can mention about the issues that you might be facing, and management will provide their feedback on your performance
5. After successful completion of the probation period, you will be inducted into the company and a confirmation letter will be provided
6. If the performance during these 3 months is unsatisfactory, then company holds the rights to either extend the probation period or terminate your employment.

You will be paid a remuneration of **INR 15,000/- per month** for first three months and the compensation will be reviewed after that. Please note that this is a fixed amount, and no deduction will be done on the same.

After you join, a detailed Appointment Letter with all terms and conditions for employment will be shared with you.

CENTREDGE SERVICES PRIVATE LIMITED

Flat No. 104, Tower -12, Blue Ridge Township Near MIDC IT Park,
Hinjewadi Phase 1, Pune Maharashtra- 411057
CIN U74999PN2016PTC167233



Documents required for joining (Scanned Copies):

- Photocopy of Graduations/ Post Graduation Certificate
- Relieving letter from your previous employer
- Copy of Salary Certificate / Last three months' Salary Slip
- Experience Certificate from previous employments
- PAN Card
- Aadhar Card
- One Passport Size Photograph

Thanking You,

Manjil Chowdhury



Manjil Chowdhury

(For and behalf of Centredge Services Pvt Ltd.)

HRD/3T/1002436294/21-22

September 17, 2021

Mr. Rahul Sawant

A/P Wadkashivale Mahagond Ajara Dist-Kolhapur 416220

A/P Wadkashivale Mahagond Ajara Dist-Kolhapur 416220

Ajara-416220

India

Ph: +91-9763013080

Dear Rahul,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.17 11:06:28 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1002436294/21-22

September 17, 2021

Mr. Rahul Sawant
A/P Wadkashivale Mahagond Ajara Dist-Kolhapur 416220
A/P Wadkashivale Mahagond Ajara Dist-Kolhapur 416220
Ajara-416220
India

Ph: +91-9763013080

Dear Rahul,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

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

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the Training)

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

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

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

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

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



Cognizant Offer Letter



Inbox



HumanResources-In@c... 3 days ago

to me



Dear Mandar Anil Mangaonkar,

Warm greetings from Cognizant!

Congratulations and welcome to the Cognizant family. We are delighted to offer you a role with Cognizant (details in the attached offer letter) and the offered role is the foundation for a rewarding career with Cognizant. Our holistic Learning and Development programs will groom you further for an enriching and exciting career with us.

Attached offer letter includes important details about your compensation, benefits, and terms and conditions of your employment. While you read through the offer, we would like you to make a note of the following:

- a. This offer is based on internal parity and the overall structure in Cognizant.
- b. Cognizant incentive schemes are the best in the industry.
- c. One of our major USPs is the annual bonus that rewards outstanding performers.

HABSIPL/HRD/RECRUIT/Ref-Tr.Asso.

TRAINEESHIP ENGAGEMENT LETTER
STRICTLY CONFIDENTIAL

05/08/2021

Mr. Faizan Ahmad Farooque Ahmad Sayyed
Ap: Plot No 1, Ayan Heights Khadka Road, Bhusawal
Dist : Jalgaon

Dear Mr. Faizan,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you in our Organization as **"TRAINEE ENGINEER"** for our Plant at JALGAON, w.e.f 05/08/2021 on the following terms and conditions.

01. This engagement for "on the job training" is subject to your being found medically fit in a medical examination conducted by a Registered Medical Practitioner. If you are found medically unfit in the said medical examination, this offer of training shall automatically stand withdrawn and cancelled.

02. You will be under "On the Job Training" for a period of **TWO YEARS** from the date of your joining. During this period, your traineeship is liable to be terminated without any reason, without any notice and without any compensation in lieu thereof.

03. During the period of your "on the job training", you will be paid Stipend and Allowances as under:-

| Sr.No. | Description | First Year INR p.m. | Second Year INR p.m. | Remarks |
|--------|------------------------|---------------------|----------------------|---|
| 01 | Stipend | 11,264.00 | 11,634.00 | |
| 02 | H.R.A. (Fixed) | 563.00 | 582.00 | |
| (A) | Sub Total A (Direct) | 11,827.00 | 12,216.00 | Per Month |
| 03 | Provident Fund 13% | 1,464.00 | 1,512.00 | As per Act (deposited with Govt.) |
| 04 | Bonus 8.33% | 938.00 | 969.00 | As per Act (paid annually) |
| 05 | ESIC 3.25% | 437.00 | 450.00 | |
| 06 | Punctuality Award | 1,050.00 | 1,050.00 | As per rule |
| 07 | Leave Encashment | 563.00 | 582.00 | As per rule / Paid through full & final clearance |
| (B) | Sub Total B (Indirect) | 4,453.00 | 4,563.00 | Per Month |
| (C) | Total CTC (A+B) | 16,280.00 | 16,779.00 | Per Month |

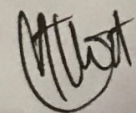
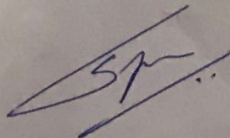
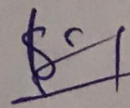
04. You shall note that the payment of Stipend and Allowances as stated above is not Wages at all and also not treated wages within the meaning of law.

05. Being a Trainee, you shall not be entitled to any other allowances.

06. During the period of your "on the job training", you will not be provided with any accommodation or transport facilities, both of which will be organized by you at your cost. The company shall have no liability towards providing these facilities to you.

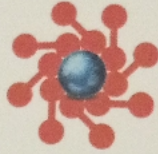
07. During the period of your "on the job training", you are liable for relocation at short notice, to any department or to any Liaison Office, Works etc. belonging to the Company either existing or to be created in future. In the event of your relocation, the terms and conditions of your engagement outlined herein shall continue to apply. However, you shall be required to adhere to the practices and regulations as prevalent at the new place.

Cond...2...

© Hitachi Astemo Brake Systems India Pvt. Ltd.
Registered in India – CIN: U34200PN2011PTC140066 – PAN: AABCF7965P
Off NH-6, Bambhori – Taluka: Dharangaon – Dist: Jalgaon 425 001 – India
www.hitachiastemo.com
Formerly known as "Foundation Brake Manufacturing Private Limited"

Astemo



CRESCENDO WORLDWIDE PVT. LTD.
Committed to Grow Global Trade & Investment

OFFER LETTER

Ref no - CWWPL/HR/11-2020/OFFER-286/176

Date: 26/11/2020

To,

Mr. Sujay Pattebahadur,

Subsequent to the meeting held between you and **Crescendo Worldwide Pvt. Ltd.**, we are pleased to issue the Offer Letter on the terms set here in below:

1. You are being offered the position of **Assistant Manager** in **International Venture** Department.
2. You shall join the company on or before **26th November, 2020**. In the event of you not joining on the given date, this offer shall be considered as revoked.

The offer is subject to the following conditions:

- a. Accuracy of the information provided by you and you being free from any contractual restriction which prevents you from accepting this offer or joining our company on the above-mentioned date.
- b. You meeting all the evaluation criteria in all the trainings, internal & Client Assessment, and successful background and reference checks.
- c. Your probation period will be three months.

If any of the above conditions are not met, this Offer Letter would be liable to be terminated.

3. You shall be based in PUNE but will serve the company or any of its subsidiaries or associated companies in any location or outside of the India
4. As an employee of the company, you will receive Monthly CTC INR **18,000/-** (Including PF, PT, Health Insurance) which will be payable to you in accordance with the prevailing standard Remuneration plan of the company. Additional incentives will be calculated according to the Company Norms.
5. You will be under probation for 90 Days period, while your confirmation in the organization will be based on your performance.
6. *Employer has right and authority of dismissal of services in probation period at any time in case of employee's non-performance or if employee is not adhering to organizational etiquettes.*

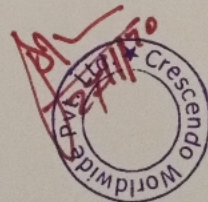
Asia HQ : 1st, 2nd & 3rd Floor, Manohar Building,
Taware Colony, Pune - 411009, Maharashtra, India

Europe HQ : 29 Wöhler Strasse, 30163 Hannover,
Lower Saxony, Germany

Ph: +91 800 787 3604 (India)
Ph: +49 511 272 0014 (Germany)
Ph: +1 201 696 9326 (USA)

Email: info@crescendoworldwide.org

Web: www.crescendoworldwide.org



Pre Onboarding Details - To be sent by today



Inbox



Ramesh Rajan 16 Dec

to me, Elvira, Pravin.Gund@expleogroup.com



Dear Manohar Satyanarayan ,

Congratulations on being selected to be a part of the **Expleo** family!

In order to prepare your documentation as part of our joining formalities, Kindy fill this form <https://tinyurl.com/Expleo-Basic-Information> to get your basic information.

Instructions to fill the form :

1. Fill all the details correctly
2. Fill and submit only once

Please note the information will be used to send your offer letter.

Kindly fill it and reply all to this email within 3 Hours on priority.



RAMESH V

Mis Executive

Email: ramesh.rajana@montbleu.com

Mobile: +91 8086148857



RR Landmark, Nava India, Coimbatore 641028 TN INDIA

www.montbleu.com

Proforma Welcome Letter

Gat No.306,Nanekarwadi,
Chakan, Pune 410501
Maharashtra (INDIA)
Phone : +91 20 30616300
Fax : +91 20 3061444
PAN NO = AAACK7312E

D0J - 28.07.2020

T.N- C2795

Dear

Name- Vinayak Abhay Palange

We are happy to welcome you as a NEEM trainee w.e.f 28.07.2020 as per your training contract letter issued by **M/S Deccan Management Consultants Finishing Schools Skills Foundation.**

Through a well-structured and guided training, we want you to enhance your skills and expertise, which will help you for future profession. We wish you all the best and to have a fruitful training session with us.

The term and condition of your appointment letter will be governed under employment letter issued by NEEM facilitator **M/S Deccan Management Consultants Finishing Schools Skills Foundation.**

Thanking You,

Yours Faithfully,



Ravindra Patil

Deputy Manager-HR



ELECTRICA ENGINEERS (INDIA) PVT. LTD.

H.O. : Shed No. W-316, Rabale Block, M.I.D.C. Industrial Area, T.T.C. Ghansoli-Post, Navi Mumbai - 400 701. (INDIA)
Telephone : +91-22-2760 6670, Tele Fax : 91-22-2760 6680, Website : www.electricaIndia.com

CIN: U31900MH2004PTC144011

Offer Letter

Date: 28th June 2021

Dear Mr. Shubham Ashok Suryawanshi

This has reference to your Telephonic interview you had with us, for the post of **Trainee**. You will be required to work at Electrica Engineers India Pvt Ltd. Address: Gat No 57-1, Village Bebedohal, Near TATA Maval Foundry, Tal-Maval, Pune-410506 Maharashtra India.

You will also be required to work in any shift, department or section as directed by the management from time to time.

We are pleased to offer you the following terms:

- Designation** : Graduate Trainee Engineer
Date of Joining : On or before 02nd July, 2021
Stipend : Rs.15000 (During Training period)
Training Period : One year
Probation Period : 6 months after satisfactory completion of training period.
Leave : No Leaves applicable during training period.

You are liable to give notice of one month if you decide to resign and management also will give a month notice or salary in lieu of Notice.

Please sign the second copy of this letter for your acceptance of the above terms.

Thank you,

For, Electrica Engineers India Pvt Ltd.


Ritesh Pardeshi
Manager-HR & Admin


I accept the above mentioned terms.

Place: Pune

()



GL 1 Innomold India Pvt. Ltd.

CIN No.: U51909PN2008FTC131323

Date: 13-05-2021

To,
Miss. Madhuri Yadav
Narhe, Pune

Dear Miss. Madhuri,

With reference to your telephonic interview with GL1 InnoMold India Private Limited., we have pleasure in offering you the position of **Purchase Executive-Trainee** in our organization. The detail of the offer is as follow:

Stipend Rs. 10,000/- Per Month

All taxes will be deducted as applicable by law.

The total training period shall be for 1 Year, once the training period is over then management will decide to take on company payroll as per your performance.

Other terms and conditions of the contract and the details will be inform at the time of joining

Your joining date will be on or before 20-05-2021

Kindly send the accepted copy of the same with your joining date to GL1 Innomold India Pvt. Ltd.

In case GL1 Innomold India Pvt. Ltd does not receive the signed acceptance within 7 days of the offer date, GL1 Innomold India Pvt. Ltd reserves the right to withdraw the offer.

Document Required For Joining:

1. PAN Card Xerox- 2 Copies
2. Aadhar Card – 2 Copies
3. Permanent Address Proof – 2 Copies
4. Local Address Proof – 2 Copies
5. Passport size Photograph- 03
6. Relieving letter/ Experience Letter/ Salary Slip of last company-not for fresher.

For GL1 Innomold India Pvt. Ltd.

Mr. Hemakant Garde
Managing Director





Ref No.: EIPL/HR/14776
Date: 30th November 2021

Offer Letter

Nikhil Surwade

Gurubhakti Row house 6, Behind MotiMangal Karayalay,
Artillery Centre Road, Hari Om Nagar, Nashik Road,
Nashik, Maharashtra 422101

Dear Nikhil,

Welcome to Expleo Family.

We are pleased to offer you an appointment with Expleo as **Junior QA Associate** under grade **GG1** on terms and conditions stated below:

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **2nd December 2021**.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation for a period of 6 Months from the date of your joining. During the period of Probation, **you would need to complete ISTQB Foundation Certification. If you are unable to complete your ISTQB Foundation then your probation period will be extended further until you complete and produce the certificate. Other than that**, if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be **INR 350354** per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with the CEO/MD/HR/Head of Operations.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per Expleo India Career Review Program.

3 Working Hours:

- 3.1 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority while ensuring you complete the average hours per day/week/month. The official timings are between 09:15 hrs and 18:15 hrs.
- 3.2 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.

Confidential
Version : 6

Expleo India Infosystems Pvt. Ltd.
(Formerly known as SQS India Infosystems Private limited)
Plot 25/1 • Rajiv Gandhi Infotech Park • MIDC Phase III Hinjewadi
Pune - 411057 Maharashtra • India • T. +91 20 7130 6000

Expleo India Infosystems Pvt. Ltd., Incorporated in India
Corporate ID No.: U72200PN2003PTC018619



4 Other Benefits:

- 4.1 You will be entitled for leaves and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year, which would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in Expleo India Rule Book.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of Expleo as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in Expleo India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with Expleo as well as after you leave Expleo. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of Expleo whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of Expleo India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that Expleo in India is ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by Expleo with its customers.
- 5.9 Indemnifying Expleo against any unlawful activities: You also indemnify and hold harmless Expleo from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the Expleo India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.
- 5.10 Consent for use of Personal Data: As part of the employment, the employees are required and agree to share their personal data to Expleo. Expleo may process, use and disclose, transfer (including international transfer) and store such personal data for purposes of its legitimate business and business operations or as required by law. Expleo may transfer employee's personal information to any country outside the country or jurisdiction, particularly to countries in which Expleo and its affiliates do business from time to time.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving three months' notice or on payment of three month's salary in lieu of the same. If initiated by employee, based on the business requirement Expleo reserves the right to release early and without any remuneration.
- 6.2 In the event of willful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the Expleo India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the Expleo India Rule Book from time to time

(expleo)

The salary stack for Nikhil Surwade is as under

| Category | Particulars | INR |
|-----------------|---------------------------------------|------------------|
| FM01 | Basic Salary (Inclusive of DA) | 15000.00 |
| FM02 | H.R.A. | 6000.00 |
| FM03 | Education Allowance | 0.00 |
| FM04 | Soft Allowance | 250.00 |
| FM05 | LTA | 0.00 |
| FM06 | Food allowance | 0.00 |
| FM07 | Petrol Reimbursement | 0.00 |
| FM08 | Advance Ex-Gratia / Bonus | 3000.00 |
| | Gross Per Month | 24250.00 |
| FM11 | Company contribution towards PF | 1800.00 |
| | Monthly Total | 26050.00 |
| | Gratuity | 8654.00 |
| | Yearly Total | 321254.00 |
| RB 01 | Retention Bonus | 29100.00 |
| | Total Cost to Company Per Year | 350354.00 |

Legend: FM-Fixed Monthly

* **RB 01:** This indicates maximum amount payable per annum based on the term of services and will be paid as per the policy provision made in Expleo India Rule Book. **Retention Bonus is payable 50% every 6 months along with January / July salary.**

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For Expleo India Infosystems Private Limited



Sachin Dhavale
Director - People Services

(expleo)

Acceptance Letter (To be filled by the New Joiner)

I agree to accept employment on the terms and conditions stated in this Offer Letter. I shall be reporting for duty on

I also further state that there is no other commitments are given to me for. e.g. salary revision at confirmation etc.

Name: Nikhil Samadnan Suswade

Sign: 

Date 1-December-2021 (1-12-21)

**On the date of joining, you are requested to carry following documents:
(Originals should be produced to HR for verification and photocopies to be submitted)**

- 1 Previous all company's relieving letters (Original relieving letter of last company to be submitted). Employees can take back once the Background Verification is completed.
- 2 Experience Certificates of all companies as mentioned in the Resume.
- 3 Three Passport Size Photographs.
- 4 IT / TDS Statement (Form 12 B preferred) for the current financial year from the previous employer.
- 5 Degree Certificates from 10th std. to highest degree (Attested Copies).
- 6 All Semester mark sheets (Attested Copies).
- 7 Pay Slip / Salary Certificate of the last employed month (Attested Copy).
- 8 Address proof both local [temporary] and native place [permanent] (Ration card, Electricity Bill, Passport, Driving License etc - Attested Copy).
- 9 Birth Date Proof (SLC, SSC Cert. etc. - Attested Copy).
- 10 Passport (Attested Copy).
- 11 PAN Card (Attested Copy)
- 12 Aadhaar Card (Attested Copy).
- 13 Employee P.F. Account number if any.
- 14 Stamp Paper of Rs.100/- for NDA.
- 15 Fitness Certificate issued by a registered medical practitioner having a minimum qualification of MBBS.
- 16 Documents to explain gaps during employment / education (Medical records / Notarized Affidavit etc).

Please note, all the above documents are mandatory and you are required to carry them on the day of joining. Expleo reserves the right to terminate your joining incase if you fail to submit the required documents. On joining the duties, this offer letter will be treated as an Appointment Order.

-----For office use only-----

Actual Joining date:

Offer letter is now converted as Appointment Order

Sign of Executive / Manager - People Services
Company Seal



Date:- 18-Aug-2021

To,
Omkar Vahadne,
A/4-601, shivsagar city phase 1, suncity road, opp saraswat bank,
Pune, Maharashtra,
411051

OFFER LETTER

Dear Omkar,

With reference to your application and subsequent tests / interview you had with us. We are pleased to offer you a position of Trainee in the role of Team Member under the Trainee profile at SIPL in our organization. You are expected to join the Organization by 23-Aug-2021 .

OFFER VALIDITY

This offer is valid for a period of 4 days from the date of the offer. In case of acceptance of this offer, please let us know your decision within the next 4 days, If applicable, please submit a copy of your resignation letter duly approved by your present employer along with acceptance of our offer. This offer stands unconditionally revoked without any prejudice, if we do not receive email/written acceptance of our offer within the stipulated period.

BACKGROUND VERIFICATION

Our offer is based on information furnished by you. As a standard process, we will verify this information via an independent third party. We expect you to provide photocopies of certain documents to complete this verification process. If any discrepancy is found during this verification process, we retain the right to review and possibly revoke our offer of employment without any prejudice and without any notice.

SALARY

During your service you are entitled to minimum gross emoluments as per the table shown in Annexure-A. These total emoluments (CTC-break-up) will be structured according to taxation and other legal requirements. We may restructure this CTC-break-up to keep in line with any change in taxation and/or statutory requirements. We will ensure that the gross monthly emoluments will remain unchanged after such restructuring. All statutory deductions will have to be borne by you. The salary will be credited directly to your bank account on 6th of every month.

APPRAISAL

Your growth within the company depends solely on merit, that is, your performance and contribution to the Company. We have an annual Appraisal mechanism to evaluate and counsel all employees. Details about appraisal process are available on our internal website and these will be covered during induction process.

PLACE OF POSTING AND TRANSFER

Your posting at present is at Pune . During your employment, you may be posted or transferred to any of the offices, subsidiaries/associate offices of SIPL to any town or city in India or abroad, at the sole discretion of the management. Refusal to join at such place shall mean your neglect of work and consequent exit from organization.

PROBATION PERIOD

Initially you will be on probation period for 90 days. This probation excludes training period, if defined. During the probationary period if your work is found to be satisfactory in all respects, you will be confirmed in the services of SIPL . This confirmation will be intimated to you in writing. As per company policy all confirmation of an employee take place only on the 1st day of the month.

During the probation period, if your work is not found satisfactory, Management reserves the rights to extend the probation period for further 30 days or to terminate your services without assigning any reason thereof.

DUTIES AND RESPONSIBILITIES

It is expected that you will employ yourself efficiently, honestly, shall devote your whole time and attention to promote the interest of SIPL and generally, carry out duties and work assigned to you and shall obey all the lawful order and direction given to you by the concerned superiors at SIPL .

OTHER EMPLOYMENT'S

While employed with SIPL , you will promptly disclose to us and assign to us, your interest in any invention, process improvement, operational improvement, or improvement in any other process/method that is likely to result in more efficient operation of any activities of the company or of discovery made or conceived by you, either alone or jointly with others, to any proceedings relating to such invention, improvement or discovery and in any domestic and foreign patent or protection covering the same. SIPL shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to SIPL for the purpose of seeking any patent rights or for any other purpose. SIPL shall have the sole ownership rights of all intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

INVENTION AND DISCOVERIES

While employed with SIPL , you will promptly disclose to us and assign to us, your interest in any invention, process improvement, operational improvement, or improvement in any other process/method that is likely to result in more efficient operation of any activities of the company or of discovery made or conceived by you, either alone or jointly with others, to any proceedings relating to such invention, improvement or discovery and in any domestic and foreign patent or protection covering the same. SIPL shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to SIPL for the purpose of seeking any patent rights or for any other purpose. SIPL shall have the sole ownership rights of all intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

MEDICAL FITNESS

You are required to maintain yourself in a state of medical/ physical/mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your services are liable for termination, notwithstanding any other conditions mentioned in the letter or otherwise.

MORAL RESPONSIBILITY

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Indiscipline, fraud, misappropriation or acting against the interest of the company can be reason for immediate termination of service without any notice whatsoever.

NON-COMPETITION AND NON-SOLICITATION

During the period of one year following release from employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during you employment, not directly or indirectly solicit the services of (or otherwise deal in manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. The company reserves the right to initiate legal action against you in case you are found to have behaved in violation of this clause.

SECRECY AND CONFIDENTIALITY

You will not give anyone by word of mouth, writing, facsimile, electronic devices and media or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know-how, security arrangements, administrative and or company matters of our and our clients whether confidential, secret or otherwise, either during your employment with company and after release/exit from the company as per the non-compete/non-solicitation clause defined above.

LEAVE

You will be entitled to leave as per law in force and as laid down in the Employee handbook of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

NOTICE PERIOD

During probation period, 30 days notice period is applicable to both you as well as the company. Post confirmation of your services in SIPL , the notice period applicable will be 60 days for you as well as the company (either party).

TERMINATION OF SERVICE

Either party (you or the company) can terminate this agreement by serving a notice period, as stipulated in this agreement. Notice buy-out option is not available to the employee. Exceptions to be discussed and mutually agreed between Employee, HR-SPOC and your reporting manager in SIPL . Upon termination of employment, you will immediately hand over to the designated individual, all company property in your possession, correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

SPECIAL CONDITIONS

If applicable, all special conditions associated with your offer are mentioned separately in Annexure-D. Please do not accept any verbal commitments made by any person as these will not be entertained.

OFFER IN GOOD FAITH

It must be specifically 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 handle any assignment/job independently. In case any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein

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 breach in 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 right to invoke other legal remedies as it deems fit to protect its legitimate interest.

The terms and conditions of your service contract as stipulated here-to-fore or intimated to you hereafter, are strictly confidential and you are not to divulge these terms to any employee of the company / person connected with the company.

We advise you to read this letter carefully. If the terms and conditions are acceptable, please sign a copy of this letter and send it back to us. Alternately you can respond to our email-offer and convey your acceptance in an email.

At the time of Joining you need to submit documents as defined in the Annexure-C.

FOR SIPL

Digitally signed by Shraddha Anirudh Rege
Date: 2021.08.18 11:49:07 IST
Location: Pune

Signing Authority Designation:- Offer Management Team

I, Omkar have read understood and agree to the terms and conditions as set forth in this letter. I agree with all terms given above and shall abide by all general rules of service which are now or may be hereafter is in force and accordingly I accept this offer and I will join SIPL on 23-Aug-2021

| | |
|--------------------------|--|
| Date:- | |
| Place:- | |
| Candidate's Signature | |

ANNEXURE - A

SALARY BREAKUP

| Sr.No | Salary Head | Monthly | Annually |
|--------------|----------------------|----------------|-----------------|
| 1 | Basic | 12400.00 | 148800.00 |
| 2 | House Rent Allowance | 3831.00 | 45972.00 |
| 3 | Gross Salary | 16231.00 | |
| 4 | ESIC | | 6330.09 |
| 5 | Statutory Bonus | | 12400.00 |
| 6 | Provident Fund | | 17856.00 |
| 7 | PF Admin Charges | | 1488.00 |
| 8 | Gratuity | | 7153.84 |
| 9 | Total CTC | | 240000.00 |

Statutory Bonus (If Applicable) will be paid out Quarterly along with the payroll of Mar, Jun, Sept and Dec.



ANNEXURE - B

BENEFITS OTHER THAN GROSS AMOUNT PAYBLE IN ANNEXURE - A

| Sr.No | Benefit | Amount |
|--------------|--|------------------------------|
| 1 | Certification Fees Reimbursement (As defined in HR manual) | 24000/- per annum |
| 2 | Outstation F & B Expense reimbursement Manual | As defined in HR/- per annum |
| 3 | Outstation Lodging Expense reimbursement Manual | As defined in HR/- per annum |

ANNEXURE - C

Please find enclosed details of Documentation as required at the time of joining the organization

1. Scanned image or Photocopy of all educational certificates (X, XII, Graduation and Post-Graduation).
2. Scanned image or Photocopy of all Technical certifications.
3. Scanned image or Photocopy of all experience letters from past employers.
4. Scanned image or Photocopy of PAN Card.
5. Scanned image or Photocopy of passport (If available).
6. Scanned image or Photocopy Address proof of permanent address as well as current address.
7. Scanned image or Photocopy for Photo ID proof. [Any one out of Driving license, passport, PAN Card or Voter ID-Card].
8. Scanned /soft copy of your photograph for id-card.
9. Cancelled cheque for your existing bank a/c.
10. #2 Passport size photographs (required for bank a/c opening)
11. In case of first employment: Self declaration in the specified format (to be shared at the time of joining).
12. Two references with Name, postal address, Email, telephone number.
13. In case of past employment:
 - a. Last 3-month Salary slips
 - b. PF account number of the current employer
 - c. UAN number.
 - d. PAN Card
 - e. Aadhar Card

ANNEXURE - D

SPECIAL CONDITIONS

| Sr.No | Special Conditions |
|--------------|--|
| 1 | <p>TRAINING :-</p> <p>You will be trained in Skill for up to 180 days . Based on your performance, the training may be reduced or extended. A part of this training will be on the job.</p> <p>In consideration of the training provided entirely at the cost of the SIPL , you agree to work as part of our team for 30 months from your date of joining. You will provide SIPL a Security bond for Three Lacs Only. . In case you leave us, before completion of this period, you agree to compensate us by paying INR 300000 . The Security bond is considered to be an integral part of the Appointment Letter. The value of the Security bond will reduce as the time goes by and will become zero at the end of 30 months.</p> <p>In the event of your resignation from the employment of the SIPL before completion of 30 months or in case of unauthorized absence exceeding 7 or in case of commission of any act involving fraud, criminal behavior and/or gross violation of any of the terms of this appointment letter, SIPL shall invoke security bond.</p> <p>RELEASE OF SECURITY BOND:-</p> <p>SIPL shall return security bond to you and release you from all further obligations under it in any of the following conditions</p> <ol style="list-style-type: none"> a. If you complete 30 months of service with us. b. If we are unable to continue with your employment within the bond period. c. If your performance is not up to the mark then your employment may be terminated without prior notice. In such a case we will return the Security Bond to you. |
| 2 | NA |

KIL/GET /2021

May 08, 2021

Mr. Vipul Nanaware
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Vipul,

This has reference to the Campus Interview of 08 / 05 /2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 13 / 05 /2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

M. Sarnaik

Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



Date: 13.05.2022

To,
Mr. Swapnil Tanaji Bodake
At: Mhalwadi Tal: Bhore
Dist: Pune,
Pincode - 412 206.

Dear Mr. Bodake,

We are happy to offer you an exciting career opportunity with Force Motors Ltd.

Further to the meeting you had with us, we are pleased to inform you that you have been selected as a **Graduate Engineer Trainee (GET)** and the details are given below:

Stipend : Rs. 24,000/- per month
Department : R&D Vehicle Testing Department
Location : Akurdi, Pune

You will be on a training for a period of one year from date of your joining.

Kindly revert us with your acceptance latest by tomorrow to proceed the joining formalities.

With reference to the selection you need to undergo Pre-Employment Medical test and share the medical reports to us. Subject to the medical fitness report given by our empanelled Doctor, your candidature will be confirmed for joining.

You are also requested to bring at the time of joining, 5 passport size photographs of yours and copies of certificate in support of your educational qualification, date of birth, etc.

Thanking You,

Yours faithfully,

For FORCE MOTORS LTD.

A handwritten signature in black ink, appearing to read 'Rahul Bagale', with a horizontal line underneath.

Rahul Bagale
Head - HR

FORCE MOTORS LIMITED

CIN L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE – 411 035, INDIA. Tel. : (+91) 20 2747 63 81

Visit us at : www.forcemotors.com

AL/21
1st September 2021

Mr Pranay Rajendra Dhole
Vikramshla Nagar
Sindhi Meghe
Wardha 442001

Strictly Confidential
By Hand

Dear Pranay,

With reference to your application and our subsequent interview, we are pleased to appoint you as a “Business Research Executive” on probation in the Officers’ grade, initially stationed at Pune.

You shall be responsible for the successful execution of market research studies and for deriving an innovative and actionable strategy for our clients from it. Clearly, the number of studies you handle at any time and their value shall be the measure of your performance. You shall report to the Assistant Vice President - Projects.

Your date of joining will be 1st September 2021. You will be on probation for 12 months from the date of joining. This position is transferable.

During the probation period, you will be entitled every calendar month to the following:

| | | |
|--|-----------|-----------------|
| -- Basic | Rs | 10000.00 |
| -- Company’s Contribution towards Provident Fund | Rs | 1200.00 |
| -- House Rent Allowance | Rs | 2700.00 |
| -- Conveyance Allowance | Rs | 1700.00 |
| -- Medical Allowance | Rs | 1700.00 |
| -- Education Allowance | Rs | 1700.00 |
| -- Bonus | Rs | 1000.00 |
| MONTHLY GROSS EMOLUMENTS | Rs | 20000.00 |

It has been explained to you that generally speaking, satisfactory performance during the probationary period leads to confirmation in our Company in a suitable grade. In your case, you can be simultaneously confirmed and promoted as “Senior Business Research Executive” as soon as there is demonstrated evidence of your capability to successfully and independently execute several projects running concurrently.

AL/21
1st September 2021

This means, quick grasp of your responsibilities and delivering results can significantly reduce the duration of your probation period. Considering your education, experience and aptitude, we believe you have the ability to be “Senior Business Research Executive” within a relatively short span of time. But how quickly you lay claim to this, is entirely up to your result oriented performance. By the same logic, the compensation we have agreed to, is based on the deliverables of your job. Therefore the Company may rationalize your compensation if your deliverables fall short of expectations. And of course, if our assessment of your performance at any time is unsatisfactory, we shall terminate your appointment with 7 days’ notice or payment of 7 days’ pay only, in lieu.

It is understood that this is your full time appointment and that you will not undertake any other occupation, part time or otherwise, for monetary gain. You will of course be governed by the rules of our Company.

It has been explained to you and you have accepted the specific condition of this employment that should you resign from the services of our Company, you shall do so only after satisfactorily completing any assignments you may be working on, directly or indirectly. You have also signed a separate Declaration in this regard.

Please sign and return to us, the duplicate of this letter, as a token of acceptance of these terms by you. We look forward to having you with us.

Yours truly,

K C MANI

Received and Accepted
Pranay Rajendra Dhole

Date: 01-September-2022

Mr. SIDDHESH DEEPAK MAID

Flat no. 202/B, Jai Ganesh Apt.
Sadan, Near Church, Deepali Park,
Manjarli, Badlapur, Ambarnath,
Thane-421503

Contact No : 9284405088

JOB OFFER LETTER

Dear Mr. Siddhesh,

This has reference to your interview with us, we are pleased to Offer you the position of **Jr.Design Engineer**. This position reports to **Project Manager**.

You may refer to the following guidelines with regard to this offer:

- As indicated, you will join us on **Friday, 02nd September 2022**. Detail appointment letter governing the terms of employment will be issued to you on the joining.
- **CTC Offered:** - Total Annual Fixed CTC **Rs. 1,80,000/-**P.A.
- **Training & Probation Period:** You shall be on 6 months' probation.
- **Location:** Aurangabad

Agreement:

The offer is subject to you executing the Non-Disclosure Agreement and 24 month's Employment Agreement. In addition, whenever the organization sends you on a foreign assignment or for higher courses for technology knowledge upgradation or commits certain benefits and position in the organization, you will be required to sign a bond with the company. The terms of such a bond shall vary with every case.

Notice Period & Separation:

During your probation and then later on after confirmation, you will be required to give three months' notice or salary thereof in case if you leave our services subject to the Company's discretion; in the event of you having any incomplete assignments, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving you one month's notice or salary thereof.

The option of reimbursing the company with the salary amount in lieu of the notice period is at the sole discretion of the management.

In a situation wherein you resign, you shall not be issued relieving letter unless and until all the entire dues / credits are settled with our Accounts / HR department.

Notwithstanding anything hereinbefore contained, the company will be entitled to cancel this appointment and terminate your service without giving any notice or remuneration in lieu of notice or by giving one-month notice or by giving one-month remuneration whichever action the management finds suitable. Also, apart from above your service is liable to be terminated if:

- The management is not satisfied with your work or conduct and in this respect the resolution of the management to that effect will be conclusive.
- You are guilty of any misconduct or commit any criminal offence, provided that in case of alleged misconduct you will be given an opportunity by the management, or any person appointed by the management to show cause against the proposed termination.

Aurangabad: T-11, STPI, MIDC, Chikalthana, Aurangabad 431006 INDIA Tel: +91 240 6600200, 6600201, Fax: +91 240 6600245
www.expertgs.com

CIN Number: U72900MH1999PTC120603

Notwithstanding anything hereinbefore contained, you shall automatically stand retired from the company's services on attaining the age of 58 (fifty-eight) years. You shall surrender to the company all correspondences, specifications, formula, books, documents, market data, cost data, literature, CD's, drawings, records etc. owned by the company or relating to its business at least one day before your relieving date.

You will also be governed by the policies, rules, regulations, and guidelines of the Company. The organization reserves the right for final decision on any matter related to salary, bonus, leave and policies which shall be binding on you.

Benefits Information: if relevant to the position:

- Annual leave: 10 days – Up to 31st March 2023
- Yearly paid holidays: 8 days
- Salary revision will be done in **October-2023**, as per your performance.
- Employee Benefits Include: -
 - Provident Fund Benefits
 - Gratuity Benefits
 - ESIC

We would like you to start work on **Friday, 02nd September 2022**. Please report to HR Department, for documentation and orientation. If this date is not acceptable, please inform us immediately.

For Expert Global Solutions Pvt. Ltd.

Pranali Malve
Officer – Talent Acquisition.

Note: This is system generated Offer Letter, hence does not require signature. I accept the offer as outlined above.

Mr. SIDDHESH DEEPAK MAID

Date

EXL



Aniket Joshi

Employee ID: 163962

Blood Group: A+ve

**exl Service.Com (I) Pvt. Ltd
GF & FF, Cyber City (Tower 1)
Magarpatta City, Hadapsar,
Pune- 411 013 (MH), India.
Phone no.+91 20 26824949**

Ref: 940195/2163884 /Permt

Mr. Mohit Soban Singh
S/O Soban Baldev Singh House no 777 S/No 13/3a NDA Road
Near More Petrol Pump Haveli, Uttam Nagar Pune
Maharashtra, Pune Maharashtra 411023
Phone No: 8698701581

Subject - Offer of Appointment

Dear **Mohit Soban Singh**,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our organization as **Associate Engineer - BPS on U1** band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 332500**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **22-Nov-22** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Kajal Prakash Hule** at 9:30 AM to complete the joining formalities at **Tech Mahindra Limited, [Plot NO:01, Rajiv Gandhi Infotech Park, Phase:-3, Hinjewadi, Pune Special Economic Zone, Pune:-411057, Maharashtra (India)]**.. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Rakhi Bhoja Mulya** (Email: **RM00775572@TechMahindra.com**) latest by **22-Nov-22**.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with **Rakhi Bhoja Mulya** (E-Mail: RM00775572@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure A

Name : Mr Mohit Soban Singh
Title : Associate Engineer - BPS
Band : U1
Role :

| Components of Total Cost to Company | Rs. (Per Annum) |
|---|-----------------|
| Basic (@35% of Total Fixed Pay) | 100,008 |
| HRA (@70% of Basic Pay) | 70,005 |
| Bonus/Statutory Bonus | 24,000 |
| Employer's contribution to Provident Fund (@12% of Basic Pay) | 12,001 |
| Employer's contribution to ESIC (@3.25% of Fixed Pay) | 0 |
| Flexible Components of TFP ^ | 79,722 |
| Total Fixed Pay (Per Annum) | 285,737 |
| Total Variable Pay (TVP) (Per Annum) (*) | 31,749 |
| Cost to Company (CTC)(A) | 317,486 |
| Additional Benefits(B) | |
| Gratuity | 4,810 |
| Insurance Premiums (towards GTLI, GMIP and GPAL) | 10,204 |
| Total Cost to Company (TCC) (Per Annum) -----(A) + (B) | 332,500 |

^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

| | |
|--------------|--------|
| LTA | 12,000 |
| Meal Voucher | 26,400 |

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity** : As per Payment of Gratuity Act

ii)

Insurance

a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

With Best Wishes,
For Tech Mahindra Ltd.

Accepted



Mukul Sah
Group Function Head (Support) - Human Resource

Name:
Signature:
Date:

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever

you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- (iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- (iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or

facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- (a) Either party can terminate this employment by serving a notice of **60 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working 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.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.
- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific

written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.

- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct , the Policy on Prevention of Sexual Harassment and such other policies , as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies , the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. Personal Indebtedness

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when

unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

(iii) You shall access only those web sites, which are relevant to your work at hand.

(iv) You shall not use any company resource for hacking or other unethical / illegal activities.

(v) You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems

fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Annexure- C - Medical Declaration

| MEDICAL DECLARATION FORM | | | |
|--|--|--|--|
| Applicant ID <i>(To be filled by HR)</i> | | Associate ID <i>(To be filled by HR)</i> | |
| First Name: | | Last Name: | |
| Gender: Male / Female | | Date of birth (DD/MM/YYYY) | |
| | | Blood Group | |

Candidate's Medical History:

| Candidate's Medical Details | Yes | No | Please provide the details |
|--|-----|----|----------------------------|
| Do you have any defect or problem of vision? | | | |
| Can you readily distinguish between the pigmentary colors? | | | |
| Do you suffer from a degree of deafness which would prevent your hearing of normal conversation? | | | |
| Do you have any physical deformity / handicap? | | | |
| Do you have any congenital disorder / abnormality? | | | |
| Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness? | | | |
| Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same? | | | |
| Have you ever been disqualified on medical grounds from any previous employment opportunity? | | | |
| Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next | | | |

| | | | |
|---|--|--|--|
| 12 months? | | | |
| Have you had any form of critical illness or operation in the last two years? | | | |
| Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth? | | | |

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

| | | | |
|---|---------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Heart Attack | <input type="checkbox"/> | Diabetes |
| <input type="checkbox"/> | High Blood Pressure | <input type="checkbox"/> | Stroke |
| <input type="checkbox"/> | Night Blindness | <input type="checkbox"/> | Valve Disorders |
| <input type="checkbox"/> | Asthma | <input type="checkbox"/> | Slipped disc |
| Any other major disease/illness that you may be willing to disclose | | | |

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name: _____

Date:

(DD/MM/YY)

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the following documents in **original(For Verification only)**, along with 1 copy of each.

- (a) Certificates' supporting your educational qualifications along with marks sheets
- Xth Certificate & mark sheets
 - XIIth Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents – if any
- (b) Your relieving letter from your present organization
- (c) Service Certificate from the last employer as well as all previous employers.
- (d) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed.
- (e) Two passport-sized color photographs with white background.
- (f) Valid Passport
Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (g) PAN Card and Proof of PAN Number
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (h) Aadhaar Card
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

Annexure E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
 - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited. upon termination of my employment.
 - This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

- IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date :

Annexure - F - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non - Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by

anyone else in connection with my employment.

a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. Ownership of Work Product: Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. Partial Restriction on Post-Termination Competition: Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both

this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. Covenant Not To Compete. I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

(a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

(b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. Compliance Not Contingent Upon Additional Consideration: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited. provides to me

shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. Damages and Remedies: I acknowledge and agree that if I violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. Severability: Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. Entire Agreement: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. Binding Effect: This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited. (Together with their successors and assigns).

13. Choice of Law: This Agreement will be governed and controlled in all respects by the laws of India.

14. Choice of Forum: The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20__

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Tech Mahindra Ltd.
Date of Joining: _____

Dear Sir/Madam,

I _____ Associate Id No _____

(Associate) of Tech Mahindra Ltd, do hereby state to have read and accepted that Tech Mahindra Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. In Company website (www.techmahindra.com >> Investors >> Overview), I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.

I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR) Signature of the Associate

Name:

BOSCH
Invented for life

B E BADGE

The holder of this badge is not an
Employee of BOSCH

IS NO : P/W-723
dor Name : Caretek Calibration
ne : Piyush Kshirsagar
ress : Chakan
dor code : 97106963
m Date : 30.12.2022
Date : 26.06.2023



Kashirsagar
26/06
Security Officer

Signature of Holder

JANYU TECHNOLOGIES PRIVATE LIMITED

No 17,RajPrabha Landmark Industrial Estate No 6, Near KTM/TATA Motors Showroom Sativali Road, Vasai East, Palghar Dist,Maharashtra-401208

Appointment Letter

Employee Code:JT-044

Date: 25th July 2022

To,

Bhushan Ravindra Badame

501, A win , Blue Moon Apartmebt ,

Gurudwara Road, Kalina , Santacruz East

Maharashtra - 400055

Sub: Appointment as a "Associate Engg. - PPC" with Janyu Technologies Pvt. Ltd.

Dear **Bhushan Ravindra Badame**

Greetings from the Janyu team! We are pleased to confirm your appointment as **Associate Engg. - PPC** with Janyutech w.e.f. **25th July 2022**.

Here below are the terms of your employment:

Assignment: your present position will be that of Associate_Engg. - PPC to be posted at Janyutech, You will be reporting to your supervisor /Manager/ Janyu Team /Management. You will be responsible for the work assigned to you by the immediate supervisor / manager. The company may however reassign and/or transfer you to any other similar position within company,

Compensation: Your monthly compensation /allowances/ reimbursements of expenses as applicable, will be as per details attached to this letter & marked as annexure 1, Your compensation will be paid via electronic funds transfer in your personal savings bank account provided by you. There will be no other mode of payment of compensation & expense reimbursement. You will be provided with a salary slip in PDF format on your Google drive folder.

Probation Period: You will be on a probation for a period of 90 days from the date of joining & may be extended at sole discretion of Janyutech. During your probation, appointment can be terminated by the management by giving you a notice of one day/one week or less than 30 calendar days.

Supporting Documents: You will submit all the supporting documents with email ID & self-attested Adhar card, PAN card, Bank details, reliving letter or NOC from previous employer within 7 days of your appointment. You will also provide 2 passport size photographs on the day of your appointment

JANYU TECHNOLOGIES PRIVATE LIMITED

No 17,RajPrabha Landmark Industrial Estate No 6, Near KTM/TATA Motors Showroom Sativali Road, Vasai East, Palghar Dist,Maharashtra-401208

Work ethics, Dicipline and confidentiality: Your employment will be governed by HR policy framework, rules & regulations and code of ethics laid down by Janyutech from time to time. You will exhibit 100% professional conduct and maintain discipline at your assigned workplace. Including work timing, correct & accurate data reporting. Follow suggestions / advice/ instructions provide by superiors. You will maintain the confidentiality of information of all the process, data, emails & any other such information which is a property of Janyutech, even after you get separated from Janyutech.

Full time employment: Your position is a full time employment with Janyutech. You will not take up any other work in advisory or any other capacity.

Leaves: Janyutech provides 16 earned leaves in a calendrer year, Festival Leaves & National Holidays as per the company policy.

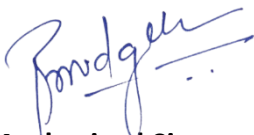
Productivity, Tools for Employees: All employees may be provided with mobile, Laptop, Software, hardware or other productive tools. It is your responsibility & accountability to take at most care and regularly use the software for timely reporting, enhance productivity, & performance. Any misuse and/or damage to the tools provided to you will stand to be recovered from employee by either deduction from salary / reimbursement or full & final settlement.

Separation: Resignation /separation letter will have to be written /emailed to your superior at Janyutech. The notice period after resignation from the assignment will be of 2 months.

Janyutech would like to consent to hold personal & special data about you in order that we can process your employment contract. We need to share your data with EPFO, ESIC, Medical Insurance companies which can support you. Your consent is deemed "YES" by accepting this appointment letter & agreeing to take up the job/work/assignments. We assure you that this data will NOT be used for any type of commercial purpose or benefit of the company.

We are looking forward to your long fruitful association with Janyutech.

All the BEST!!!!



Authorized Signatory

Janyu Technologies Pvt. Ltd.

****Annexure**

JANYU TECHNOLOGIES PRIVATE LIMITED

No 17,RajPrabha Landmark Industrial Estate No 6, Near KTM/TATA Motors Showroom Sativali Road, Vasai East, Palghar Dist,Maharashtra-401208

Annexure 1

| Salary head | Amount P.M. in Rs. |
|--|--------------------|
| Basic Salary | 16,000 |
| House Rent Allowance | 8,000 |
| Convenience Allowances | 2,667 |
| Food Allowance | 2,667 |
| Special Allowance | 2,667 |
| Provident Fund – Employee Contribution | 1,800 |
| Provident Fund – Employer Contribution | 1,800 |
| Professional Tax | 200 |
| ESIC - Employee Contribution | 0 |
| ESIC – Employer Contribution | 0 |
| Total Earnings (Monthly) | 32,000 |
| Total Deductions | 2,000 |
| Net Monthly Salary | 30,000 |
| Cost to the Company p.m. | 33,800 |

I acknowledge, accept the appointment letter with all the terms & condition mentioned above.

Bhushan Ravindra Badame

Contact

www.linkedin.com/in/narendrasaralkar2412 (LinkedIn)

Top Skills

Microsoft SQL Server

Python

MongoDB

Languages

Marathi (Native or Bilingual)

Hindi (Native or Bilingual)

English (Professional Working)

Certifications

Infosys Certified Python Associate

ASME Membership Certificate

CATIA V5R19

Digital Manufacturing and Design
Technology Specialisation

Role of Amature Radio in Disaster
Management

Narendra Saralkar (SWL)

SE@Infosys | Python | SQL | MongoDB

Pune, Maharashtra, India

Summary

Hello!

I am Narendra, System Engineer @Infosys. Currently working on a pharmaceutical project as a SQL DBA. Skilled in C++, Python, SQL, MongoDB.

Graduated in Mechanical Engineering from Pune University.

I like to explore and learn new things while working in a challenging environment. I am an active Short-Wave Listener (SWL) @Amateur HAM Radio. I was an active member of ASME Student Chapter, Public Relation (PR) Department during my graduation.

Experience

Infosys

1 year 5 months

System Engineer

January 2022 - Present (1 year 1 month)

Pune, Maharashtra, India

Working as a SQL Database Administrator (DBA) to manage SQL database administration

assignments for Pharmaceutical Industry.

Enhancing server and database performance. Ensuring data security, backup & recovery, access

control to database systems.

Performing database refresh, restores and mirroring related activities.

Creating maintenances procedures, jobs; deploying scripts, packages, store procedures.

Identifying and troubleshooting database issues, handling client calls.

System Engineer Trainee

September 2021 - December 2021 (4 months)

Mysore, Karnataka, India

Got trained in following Subjects/Technologies:

Programming Languages – Core JAVA & Python

Database Management System (DBMS) - SQL

Ansible, Unix & Red Hat Enterprise Linux (RHEL)

Computer Networks

Cloud Computing

Information Technology Infrastructure Library (ITIL)

Windows Administration,

Smash Marketiers

Business Development Executive

February 2021 - September 2021 (8 months)

Pune, Maharashtra, India

Managing and Developing Business.

Mechatol Engineering Solutions

Mechanical Design Intern

August 2020 - April 2021 (9 months)

Pune, Maharashtra, India

Design Engineering Intern.

Shree Siddha Engineer's

Production Engineer

July 2020 - September 2020 (3 months)

Pune, Maharashtra, India

Production and Quality Control Engineer.

Infinity Engineer's

Mechanical Engineering Intern

June 2019 - June 2019 (1 month)

Pune, Maharashtra, India

Production and Quality Control Intern.

Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2021)

Progressive Education Societys Modern College of Arts, Science and Commerce, Shivajinagar, Pune

Higher Secondary School Certificate, 10+2 Science · (2015 - 2017)

Rambhau Mhalagi Foundation

Secondary School Certificate · (2003 - 2015)

Contact

www.linkedin.com/in/arpit-mishra-4b34a0166 (LinkedIn)

Top Skills

Regression Testing
Test Cases
Agile Testing

Languages

Marathi (Full Professional)
Japanese (Elementary)
English (Full Professional)
Hindi (Native or Bilingual)

Arpit Mishra

Software Test Engineer
Ahmedabad, Gujarat, India

Summary

Working as a QA/Test engineer in a reputed company.

Having good knowledge in Manual Testing, Automation Testing, Black Box Testing, Smoke Testing, Sanity Testing, Integration Testing, System Testing, Retesting Testing, Regression Testing, Adhoc Testing, Exploratory Testing, Selenium Web Driver, TESTNG, MAVEN, POM, GITHUB, CUCUMBER, SQL, Database Testing, JIRA, Defect Tracking Tool, Test Management Tool.

Exposure to all stages of Software Testing Life Cycle (STLC) having knowledge of identifying Test Scenarios, writing Test Cases & executing Test Cases.

Good exposure on Defect Life Cycle and Software Development Life Cycle (SDLC).

Exposure to various development methodology like Waterfall and Agile.

Good communication and co-ordination skills.

Experience

Tech Mahindra
Software Test Engineer
July 2022 - Present (7 months)
India

Education

QSpiders - Software Testing Training Institute
Associate's degree, Software Testing · (March 2022 - July 2022)

Zeal College of Engineering & Research, Pune
Bachelor's degree, Engineering · (July 2018 - January 2021)

D. Y. Patil Polytechnic, Ambi

Diploma, Engineering · (July 2016 - January 2018)

Abhinav Education Society's Junior College, Wadwadi
High School , Science · (2014 - 2016)

Satya Valley English Medium School, Wadwadi
School · (2004 - 2014)

Contact

www.linkedin.com/in/rushikesh-phanse-54844016a (LinkedIn)

Top Skills

Teamwork
Cash Management
Salesforce administration

Languages

Japanese (Elementary)
Hindi (Full Professional)
English (Professional Working)
Marathi (Native or Bilingual)

Rushikesh Phanse

Programmer Analysts at Cognizant
Pune, Maharashtra, India

Summary

I will provide my knowledge, skills, and abilities to contribute to the success of your organization. My career interests lie in IT even though I have pursue Bachelor's degree in Mechanical. My goal is to become associated with an organisation where I can utilize my skills and gain further experience while enhancing the companys productivity and reputation. Looking forward for an opportunity to apply my knowledge of the various technical subjects at your esteemed organisation.

Experience

Cognizant

1 year 4 months

Programmer Analysts

November 2022 - Present (3 months)

Pune, Maharashtra, India

Programmer Analyst Trainee

October 2021 - November 2022 (1 year 2 months)

Pune, Maharashtra, India

Education

Symbiosis Skills & Professional University

Associate's degree, Robotic process automation · (June 2021 - August 2021)

Zeal Education Societys College of Education, Sinhgad Road, Pune
51

BE - Bachelor of Engineering, Mechanical Engineering · (2017 - 2021)

Shivaji University, Kolhapur

Higher secondary school , Science · (July 2015 - May 2017)

Contact

www.linkedin.com/in/sahil-rahate-488721224 (LinkedIn)

Top Skills

English
Communication
Problem Solving

Certifications

The Fundamentals of digital marketing
Six Sigma Yellow Belt
Participation in BAJA SAEINDIA 2020 at NATRAX, Pithampur, Madhya Pradesh (E BAJA).

Sahil Rahate

Mechanical Engineering Graduate | Working as GET in Maintenance department | Looking forward to groom and educate myself in Engineering domain.

Mumbai, Maharashtra, India

Summary

I am a Mechanical Engineering graduate. I have immense interest in the domain of 'Supply chain management', Production Management Engineering as well as Industrial Engineering.

I did my final year project on 'Two wheel drive forklift for material handling' and during this project I found opportunity to learn about this domain and got a huge interest in the field of supply chain and logistics department. I firmly aspire to build my career in this area.

Experience

Sequent Scientific Limited
Graduate Engineering Trainee
May 2022 - Present (9 months)
Mahad, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (August 2018 - July 2021)

JSPM's Jayawantrao Sawant Polytechnic Hadapsar Pune
Diploma in Mechanical Engineering, Mechanical Engineering · (July 2014 - June 2018)

K.E.S D.P. English Medium School Mahad
SSC, 10th · (June 2012 - June 2013)

Savitribai Phule Pune University
Bachelor of Engineering - BE, Mechanical Engineering · (2018)

Contact

www.linkedin.com/in/mohit-singh-08244017b (LinkedIn)

Top Skills

Python (Programming Language)

SQL

HTML

Mohit Singh

MECHANICAL ENGINEER |
Pune, Maharashtra, India

Experience

Tech Mahindra
Associate Engineer
November 2022 - Present (3 months)
Pune, Maharashtra, India

Verveba Telecom
Fiber Design Engineer.
March 2022 - October 2022 (8 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Zeal College of Engineering & Research, Pune
polytechnic , Mechanical Engineering · (August 2015 - June 2018)

Kendriya Vidyalaya
10th

Contact

www.linkedin.com/in/kajal-more-687155176 (LinkedIn)

Top Skills

ANSYS

Languages

Python

Certifications

Python

Buisness Analytics For Decision Making

Kajal More

Database Developer
Pune, Maharashtra, India

Experience

Tata Consultancy Services
Assistant System Engineer
December 2021 - Present (1 year 2 months)
Pune, Maharashtra, India

Education

Savitribai Phule Pune University
Bachelor of Engineering - BE, Mechanical Engineering · (May 2019 - August 2021)

Government Polytechnic Pune
Diploma in Mechanical · (May 2016 - May 2018)

Contact

www.linkedin.com/in/shubham-waghmode-391631159 (LinkedIn)

Top Skills

Core Java
HTML5
Hibernate

Shubham Waghmode

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Pune, Maharashtra, India

Experience

Tata Consultancy Services
Associate System Engineer
May 2022 - Present (9 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Zeal College of Engineering & Research, Pune
Diploma of Education, Mechanical Engineering · (2014 - 2018)

Contact

onkarpjoshi1998@gmail.com

www.linkedin.com/in/onkar-joshi-b859631a3 (LinkedIn)

Top Skills

Communication

Microsoft Excel

Python (Programming Language)

Onkar joshi

#SoftwareDevelopment

Aurangabad, Maharashtra, India

Experience

NEILSOFT LIMITED

GET

July 2022 - Present (7 months)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

B. E., Mechanical Engineering · (2018 - 2021)

MIT College, Aurangabad

Diploma, Mechanical Engineering · (2016 - 2018)

Contact

www.linkedin.com/in/gaurav-mahalim-32a704209 (LinkedIn)

Top Skills

AutoCAD
CATIA
Design

Gaurav Mahalim

Student at sppu
Pune, Maharashtra, India

Experience

Force Motors Ltd
Graduate Engineer Trainee
May 2022 - Present (9 months)
Pune, Maharashtra, India

Zeal Precision india pvt Ltd Pune
Erp integrator And PPC
September 2021 - May 2022 (9 months)
Pune

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (July 2018 - July 2021)

sppu
Mechanical, Mechanical Engineering · (2018 - 2021)

Contact

[www.linkedin.com/in/
aniketbadave1999](https://www.linkedin.com/in/aniketbadave1999) (LinkedIn)

Top Skills

HTML

Css

Aniket Badave

Production Supervisor at Setco Spindles
Pune, Maharashtra, India

Experience

Setco Spindles India Pvt Ltd
Production Supervisor
January 2023 - Present (1 month)
Pune, Maharashtra, India

Started new position at Setco Spindle as Production Supervisor #Setco

Sandvik Coromant
Production Assistant
December 2021 - January 2023 (1 year 2 months)
Pune, Maharashtra, India

Education

Zeal Education Societys Dnyanganga College of Engineering &
Research, Narhe, Tal. Haveli, Dist. Pune 41
Mechanical, Mechanical Engineering · (2018 - 2021)

Contact

www.linkedin.com/in/sanket-bikkad-3a6a36222 (LinkedIn)

Top Skills

AutoCAD
SOLIDWORKS
Solid Edge

Languages

English (Full Professional)
Marathi (Native or Bilingual)
Hindi (Full Professional)

Sanket Bikkad

Looking for opportunities related to Mechanical Design Engineering
Pune, Maharashtra, India

Summary

Currently working as a Design Trainee at Universal Innovations Group, Pune.

I have worked on various softwares like Autocad, Solidworks, SolidEdge, Creo, Catia .During this training I have completed projects related to Exhaust fan blade design, Floor mill design.

Experience

Pravit Engineers
Design Engineer
December 2021 - Present (1 year 2 months)
Bhosari, pune

Universal innovation group
Design Trainee
May 2021 - January 2022 (9 months)
Narhegaon pune

Education

Savitribai Phule Pune University
Bachelor of Engineering - BE, Mechanical Engineering · (2015 - 2021)

Maharashtra state board of secondary and higher secondary education pune
Hsc, Science · (December 2014 - December 2015)

Maharashtra state board of secondary and higher secondary education pune
SSC, Science · (May 2012 - March 2013)

Contact

www.linkedin.com/in/gaurav-bodke-749baa21b (LinkedIn)

Top Skills

Test Automation
English
Research

Gaurav Bodke

Attended Zeal College of Engineering & Research, Pune
Pune, Maharashtra, India

Experience

Cappgemini

1 year

Software Developer

February 2022 - Present (1 year)

Pune, Maharashtra, India

Software Developer

February 2022 - Present (1 year)

Engineer

February 2022 - April 2022 (3 months)

Pune

Education

Zeal College of Engineering & Research, Pune

Mechanical, Mechanical Engineering · (April 2017 - June 2020)

Contact

www.linkedin.com/in/prathamesh-bokil-957392239 (LinkedIn)

Top Skills

Problem Solving
Data Collection
English

Languages

English (Full Professional)
German (Elementary)
Marathi (Native or Bilingual)
Hindi (Limited Working)

Prathamesh Bokil

Student at National Institute of Technology Karnataka, Surathkal
Pune, Maharashtra, India

Summary

Highly motivated Mechanical Engineer who has an experience in NVH section R&D department. Also worked upon Electric-Powertrain, high knowledge in AutoCAD, Ansys, PTC Creo.

Also have a skill set in Computer Aided. Engineering (CAE) & Computer Fluid Dynamics

Expertise in Advanced Manufacturing Technology where hands on experience is also achieved.

Highly interested in Automotive industry.

Apart from all of the above, I've completed German Goethe A1 level language.

I'm highly self confident, fast learner, ready to adapt new technologies, good observant.

Experience

Mahindra and Mahindra Limited [Automotive and Farm Equipment Business]

Intern

July 2022 - Present (7 months)

Pune, Maharashtra, India

Cybernetik

Intern

November 2017 - January 2018 (3 months)

Pune, Maharashtra, India

The experience over here was really great, as I got to know the new equipments and new machines which were used in Manufacturing Industry.

Also got an experience how the Manufacturing Industry works.

Proton Metalcrafts Pvt Ltd

Intern

May 2017 - June 2017 (2 months)

Pune, Maharashtra, India

It is a Manufacturing company which is basically used to make gears by using CNC, HMC, VMC. These are highly quality product machines, which gives out a quality product. It was a good experience to work and got very good knowledge about it

Education

National Institute of Technology Karnataka

Master of Technology - MTech, Manufacturing Engineering · (2021 - 2023)

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2018)

MIT World Peace University

Diploma of Education, Mechanical Engineering · (2015)

Contact

prathmesh.chakwate@gmail.com

www.linkedin.com/in/prathmesh-chakwate-2010a71a0 (LinkedIn)

Top Skills

LS Prepost

Hypermesh

LS-DYNA

Prathmesh Chakwate

Zeal College of Engineering & Research, Pune
Pune, Maharashtra, India

Summary

My aim is to become a successful engineer and i am a quick learner. I like to explore new things in my life

Experience

ELENO Energy LLP

CAE Intern

February 2022 - Present (1 year)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (January 2017 - August 2021)

PVG's Maharashtra vidyalaya & junior college

HSC, Science · (June 2015 - June 2017)

Madhav Sadashiv Golwalkar Guruji Vidyalaya,Pune

SSC

Contact

www.linkedin.com/in/shivraj-deshmukh-901692146 (LinkedIn)

Top Skills

Engineering
Core Java

Shivraj Deshmukh

Student Of Savitribai Phule Pune University
Pune, Maharashtra, India

Summary

To pursue highly rewarding career seeking for an opportunity in challenging and healthy work environment demanding all my skills and efforts to explore and adapt myself in different fields and realize my potential where I can get the opportunity for continuous learning.

Experience

ENKEI WHEELS INDIA LTD

Quality Control Inspector

November 2022 - Present (3 months)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (July 2018 - July 2021)

All India Shivaji Memorial Societys College of Engineering, Pune

Diploma, Mechanical Engineering · (2014 - 2017)

Contact

www.linkedin.com/in/dnyaneshwar-dhakane (LinkedIn)

Top Skills

Node.js
ASP.NET Core
Java

Certifications

information security
IT Security: Defense against the digital dark arts

Dnyaneshwar Dhakane

Software Engineer at Bajaj Finserv | Spring boot Developer | MERN developer

Pune, Maharashtra, India

Summary

I'm a Software Engineer at Bajaj Finserv. I done my engineering into mechanical stream. During engineering I realise that I'm more passionate about computer and it's working,

So I decided to go into the ocean of coding and development. To have a better understanding of development, I then go for post graduation diploma in Advance Computing. And today, here I am!

Now I am working on my next Goal, And I will update that soon. So, stay connected for IT.

Experience

Bajaj Finserv
Software Engineer
May 2022 - Present (9 months)
Pune, Maharashtra, India

Education

SunBeam Institute of Information Technology, Pune-Karad
PG-DAC (Post Graduation Diploma in Advance Computing), Web Developer · (September 2021 - April 2022)

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (July 2016 - May 2021)

Contact

www.linkedin.com/in/nikhil-dhonde-0040901a5 (LinkedIn)

Top Skills

Microsoft Azure
AngularJS
JavaScript

Certifications

Microsoft Certified: Azure Fundamentals
Microsoft Certified: Azure Developer Associate

Nikhil Dhonde

Software Engineer at LTI
Pune, Maharashtra, India

Summary

I am working in LTI from last 1 year, I'm having work experience more than 1 year in AngularJS.

Experience

LTI - Larsen & Toubro Infotech
Software Engineer
September 2021 - Present (1 year 5 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Contact

www.linkedin.com/in/abhishek-dongare-3404331ab (LinkedIn)

Abhishek Dongare

Master of Engineering (mechanical)
Australia

Experience

S K Precision LLP
Production Engineer
February 2021 - January 2022 (1 year)
411026, Pimpri, Maharashtra, India

Education

The University of Queensland
Master of Engineering - MEng, Mechanical Engineering · (February 2022)

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Contact

www.linkedin.com/in/tejas-ghanekar-62569a18b (LinkedIn)

Top Skills

Siemens NX
Teamcenter
Udemy

Tejas Ghanekar

Associate Software Engineer at Tech Mahindra.
Pune, Maharashtra, India

Experience

Tech Mahindra
Associate Software Engineer
October 2022 - Present (4 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Mechanical, Mechanical Engineering · (July 2018 - July 2021)

Government Polytechnic Ratnagiri
Diploma , Mechanical Engineering · (2015 - 2018)

Contact

www.linkedin.com/in/pranit-gharve-311020128 (LinkedIn)

Top Skills

Persuasion
Adaptability
Team Leadership

Certifications

NISM-SERIES-VIII: EQUITY
DERIVATIVES
MDP PROGRAMME ON INTRADAY
TRADING
Summer Attachment Program on
Basics of Technical Analysis
Supply Chain Analytics Essential

Pranit Gharve

Advisor at LKP Securities Ltd
Pune, Maharashtra, India

Experience

LKP Securities Limited
Advisor
November 2021 - Present (1 year 3 months)
Pune, Maharashtra, India

Keva - Fragrances, Flavours & Aroma Ingredients
Intern
December 2019 - January 2020 (2 months)
Mumbai, Maharashtra, India

Education

Savitribai Phule Pune University
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

MIT Polytechnic
Diploma, Mechanical Engineering · (2015 - 2018)

Contact

www.linkedin.com/in/omkar-isave-aa5208214 (LinkedIn)

Omkar Isave

A MECHANICAL ENGINEER WORKING AS SYSTEM ENGINEER
Pune, Maharashtra, India

Experience

Infosys

System Engineer

December 2021 - Present (1 year 2 months)

Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Contact

www.linkedin.com/in/reena-jadhav-
(LinkedIn)

Top Skills

CNC Programming
SOLIDWORKS
AutoCAD

Reena Jadhav

Graduate Trainee Engineer
Hof, Bavaria, Germany

Experience

MONARK ENGINEERING

Graduate engineer trainee
April 2020 - August 2022 (2 years 5 months)
Pune Maharashtra

BHAKTI ENGINEERING

Autocad Designer
January 2020 - March 2020 (3 months)
Pune Maharashtra

Hindustan dairy industries

Summer Intern
May 2017 - August 2017 (4 months)
Pune Maharashtra

Education

Hochschule Hof, University of Applied Sciences

Master's degree, operational excellence · (September 2022 - September 2024)

Zeal College of Engineering & Research, Pune

Bachelor's degree, Mechanical Engineering · (August 2017 - April 2021)

Zeal polytechnic

Diploma , Mechanical Engineering · (August 2014 - June 2017)

Contact

www.linkedin.com/in/shardul-b-194742169 (LinkedIn)

Top Skills

X++

Microsoft Azure

Microsoft Dynamics 365

Certifications

Basic AutoCAD

Fundamentals of Digital Marketing

Google Digital garage

Quantum Mechanics

Artificial Intelligence

The python workshop

Shardul B.

System Engineer at Infosys Ltd. | Passionate Tech-Freak Engineer |
Pune, Maharashtra, India

Summary

Passionate engineer. Expert in designing(CAD/CAM). Participated in International-National level racing championships (BAJA, Supra, Go-Kart, Formula Bharat) since last 4 years, won top rank positions as well. My position was Designer, Analysis specialist & Manufacturer.

I've good knowledge as well as Hands-On exp. in web development , Python, Java, DSA, MySQL, Industrial IOT, MS Azure & MS D365 F&O etc.

I've Completed some certified courses & skills from world's reputed universities.

Experience

Infosys

System Engineer

November 2021 - Present (1 year 3 months)

Pune, Maharashtra, India

joint institute

Freelncer

April 2020 - April 2020 (1 month)

United States

Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2021)

Contact

www.linkedin.com/in/sanket-jagtap-18b14a213 (LinkedIn)

Top Skills

Engineering

Training

Design

Sanket Jagtap

SAP MM Consultant

Pune, Maharashtra, India

Experience

Zeal Precision Engineering Pvt Ltd Pune

Enterprise Resources Planning Consultant

November 2021 - Present (1 year 3 months)

I am Sanket Jagtap now I am working as an ERP integrator in Zeal Precision Engineering Pvt Ltd

Kranti Industries - India

Graduate Engineering Trainee

May 2021 - October 2021 (6 months)

Pune, Maharashtra, India

Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (June 2015 - June 2021)

Savitribai Phule Pune University

Bachelor of Engineering - BE, Industrial and Product Design · (2014 - 2021)

Contact

www.linkedin.com/in/onkar-vaydande-7ab988226 (LinkedIn)

Top Skills

Python (Programming Language)
Pandas (Software)
Seaborn

Certifications

Data analyst

Onkar Vaydande

Data Analyst , Tableau Developer , Power BI
Pune, Maharashtra, India

Summary

Data Analyst , Tableau Developer , Power BI , Python , MySQL ,
Business Intelligence

Experience

Gamaka AI
Data Analyst
October 2021 - Present (1 year 4 months)
London, England, United Kingdom

Education

Gamaka Artificial Intelligence
Diploma in Data Science And Artificial Intelligence, Data science

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering

Contact

www.linkedin.com/in/akshay-jewalikar (LinkedIn)

Top Skills

Spare Parts management
Stock Management
Spare Parts

Akshay Jewalikar

Spare Parts & Accessories Executive. At Tork Motors
Pune, Maharashtra, India

Summary

My expertise are in:-

Spare Parts & Accessories maintain store inventory.

Product issue Diagnosis/Services/Repairs.

Guide the technicians to repair.

Implement field fix

OJT to technicians for any product/process improvements

Testing and confirmation of issue resolution

Knowledge On Vehicle Diagnosis/ Mobile Diagnosis Application

Electric Vehicles Functioning/working

Vehicle Testing On Software/ Hardware Level On OLA Scooter.

Supervise the repair process as per the SOP and quality guidelines

Reporting the issues And action taken to HO in the standard format
implement field fix.

Experience

Tork Motors

1 month

Spare Parts & Accessories Executive

January 2023 - Present (1 month)

Pune, Maharashtra, India

Service & Spare parts Management.#EV

Spare Parts and Accessories Executive

January 2023 - Present (1 month)

Pune, Maharashtra, India

Ola Electric

1 year

Diagnostic Engineer

February 2022 - January 2023 (1 year)

Pune, Maharashtra, India

PDI Engineer at Ola Electric

Service & Diagnostic Engineer
February 2022 - January 2023 (1 year)
Pune, Maharashtra, India

My Experties are in Telematics,Getafix,Mendix,SAP, Material Management,
Warehouse Management

PAGARIYA AUTO PRIVATE LIMITED

Service Manager
May 2021 - January 2022 (9 months)
Authorized service center Maruti Suzuki

My major roles are :

Spare parts management
Guide technicians to repair
Workshop management
Customer Handling
Customer Satisfaction.

IFB Industries Ltd
tele caller
August 2019 - February 2020 (7 months)
Auditor

Tech Mahindra
Tele caller
June 2018 - July 2019 (1 year 2 months)
Pune, Maharashtra, India
Auditor

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - August 2021)

diploma in Automobile engineering
Mechanical Engineering , Automobile engineering · (2013 - 2016)

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (July 2018)

Contact

www.linkedin.com/in/suraj-kamble-700511135 (LinkedIn)

Top Skills

Engineering

Mechanical Engineering

Digital Marketing

Suraj Kamble

Mechanical Engineer

Pune, Maharashtra, India

Experience

PUSALKAR SU-RAK-SHA COMPONENTS PVT LTD

Graduate Engineering Trainee

October 2021 - April 2022 (7 months)

Pune, Maharashtra, India

Education

zeal collage of engineering and research

Mechanical engineering, Mechanical Engineering · (July 2018 - July 2021)

Government polytechnic Karad

Diploma, Mechanical Engineering · (2015 - 2018)

Contact

www.linkedin.com/in/rohit-karnkoti
(LinkedIn)

Top Skills

Engineering
Project Management
Design

Certifications

Learning Java

Rohit Karnkoti

Project Engineer at WIPRO
Pune, Maharashtra, India

Summary

Hello, I have done Bachelor's and Diploma in Mechanical Engineering. In engineering I have done Sponsored Project, Design and Analysis of Fixture for HMC Machine. And through out academics I have Volunteered various activities Like Event Management, Public Relation Team.

Experience

Wipro
Project Engineer
April 2022 - Present (10 months)

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Java By Kiran
Training , JAVA (J2EE) · (October 2021 - January 2022)

S.V.S.M.D's Polytechnic, Akkalkot
Diploma, Mechanical Engineering · (2015 - 2018)

Contact

www.linkedin.com/in/raj-korgaonkar-670836125 (LinkedIn)

Top Skills

Core Java

SQL

Software Testing

Raj Korgaonkar

Associate Test Engineer at Tech Mahindra
Maharashtra, India

Experience

Tech Mahindra
Associate Test Engineer
April 2022 - Present (10 months)
Ahmedabad

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

All India Shivaji Memorial Societys College of Engineering, Pune
· (2015 - 2018)

Contact

www.linkedin.com/in/adilakade
(LinkedIn)

Top Skills

Field Service

Team Management

Field Service Engineering

Adesh Lakade

Service Engineer at IMT THL India Private Limited
Mumbai, Maharashtra, India

Summary

Experienced Field Services Engineer with a demonstrated history of working in the machinery industry. Skilled in Management, Teamwork, Engineering, Business Development, and Customer Service. Strong information technology professional with a Bachelor of Engineering - BE focused in Mechanical Engineering from Zeal College of Engineering & Research, Pune.

Experience

THL FOUNDATION EQUIPMENT PTE LTD
Field Services Engineer
September 2021 - Present (1 year 5 months)
Mumbai, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2018 - 2021)

Contact

lekhanimkar23@gmail.com

www.linkedin.com/in/lekha-nimkar-29346a20b (LinkedIn)

Top Skills

Engineering

English

AutoCAD

Lekha Nimkar

Business Development Manager
Pune, Maharashtra, India

Experience

Hats-Off Digital Pvt Ltd.
Buisness Development Manager
July 2022 - Present (7 months)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2021)

Datta Meghe College of Engineering, Airoli
Diploma, Mechanical Engineering · (June 2014 - June 2017)

Wisdom High International School - India
School

Contact

www.linkedin.com/in/akshay-mahadik-487193209 (LinkedIn)

Top Skills

Engineering
Mechanical Engineering
Manufacturing

Akshay Mahadik

Mechanical Design Engineer at Advance Process Technology
Pune, Maharashtra, India

Summary

I was work work in Design Dept. last 3 years.

Experience

advance procescs tecnology
Design Engineer

Advance Process Technology
3 years

Mechanical Design Engineer
February 2020 - Present (3 years)
Pune, Maharashtra, India

Mechanical Design Engineer
February 2020 - January 2021 (1 year)
Pune, Maharashtra, India

Education

Zeal College of Engineering & Research, Pune
bachlore of engineering, Mechanical Engineering · (2017 - 2021)

Contact

www.linkedin.com/in/shubhammhatre (LinkedIn)

Top Skills

Navisworks

Piping

CAESAR II

SHUBHAM MHATRE

Piping Stress Engineer
Mahad, Maharashtra, India

Experience

SISTECH Engineering Consultancy
Piping Stress Engineer
December 2022 - Present (2 months)
India

DNV
Inspection Coordinator
February 2022 - June 2022 (5 months)
Pune, Maharashtra, India

Working With DNV-GL for 5 Months as a Inspection Coordinator, I Have take care of Review of Inspection Report , Review of Inspection Release Note.

Privi Speciality Chemicals Ltd.
Trainee
July 2021 - January 2022 (7 months)
Mahad, Maharashtra, India

Undergone training in Privi Specialty Chemicals Mahad for 6 months in Project Department and learned about Mechanical Operations and the basic fundamentals.

Education

Vishwakarma Institute Of Technology
PG Diploma, Piping Engineering · (July 2022 - October 2022)

Zeal College of Engineering & Research, Pune
Bachelor's degree, Mechanical Engineering · (August 2018 - August 2021)

Maharashtra Polytechnic Ratnagiri
Diploma of Education, Mechanical Engineering · (August 2016 - July 2018)

Contact

www.linkedin.com/in/omkar-mohol-2112ba254 (LinkedIn)

Top Skills

GraphQL

Django REST Framework

JSON Web Token (JWT)

Omkar Mohol

Software Developer

Pune, Maharashtra, India

Summary

Experience in working with technologies as Python, Django, Django Rest Framework, SQLAlchemy, and React JS.

Having experience working with database technologies like MySQL.

Knowledge of design pattern Singleton, MVT.

Knowledge of software Configuration Management tools as GitHub.

Experience

AppRely Technologies

Software Developer

December 2022 - Present (2 months)

Avecircle Technologies

Software Developer

September 2021 - December 2022 (1 year 4 months)

Pune, Maharashtra, India

Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (June 2018 - July 2021)

11870139
231 to 242



CIN : U29199GJ1999PTC035905
Regd. Office Add.: AJI Industrial Area,
GIDC Shed No. C-1/B, 236, Rajkot, Gujrat 360 003
Email : bhavaniforge@bhavani.co.in
Tel : 0281 - 3018884

Bhavani Industries Pvt. Ltd.

Works : Plot No. E-6/1, Phase - III, Chakan Industrial Area, Chakan, Taluka - Khed,
Dist. - Pune 410 501. Phone : +91 2135 610577

To.

Date-14.06.2021

Prof. Viraj Barge
Training & Placement Officer
Zeal Education Society
Zeal College of Engineering and Research, Narhe, Pune

Dear Sir,

Pls find below list of candidate was selected as 'Graduate Trainee Engineer' in our organization, offered stipend Rs. 15000/-pm ctc. Interviewed was conducted between 07/05/2021 to 10/05/2021.

- | | |
|-------------------------------|----------|
| 1) Prasad Devdas Chavan ---- | Selected |
| 2) Pranit Bidkar--- | Selected |
| 3) Akshay Khedkar--- | Selected |
| 4) Prathamesh Prasad Jawahire | Selected |
| 5) Pranav Shinde---- | Selected |
| 6) Rutuja Waghmare----- | Selected |
| 7) Prathmesh Pramod Bokil--- | Selected |
| 8) Amol Shinde--- | Selected |
| 9) Mayuresh Borate--- | Selected |
| 10) Harish Kulkarni---- | Selected |
| 11) Gaurav Mahalim---- | Selected |
| 12) Sangmesh Malshette---- | Selected |

This is for your information and record purpose.

For Bhavani Industries Pvt Ltd.

Authorised Signatory

208
★

Congratulations. Selected for

Cognizant's GenC - Developer

Inbox



Superset 7:44 PM
to me ▾



Dear Rohan Pampattiwar,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant

for Cognizant's GenC -
Developer Inbox

2:10



Superset Yesterday
to me ▾



Dear Rohit Barahate,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards

Human Resources - GenC Program



KPL/DET/2021

May 08, 2021

Mr. Ms. Aishwarya H. Patil,
Kolhapur

Subject: - Training Facility for a period of One Year.

Dear, Mr. Ms. Aishwarya

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing/availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune


As a DET – Diploma Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 13,500/- (Rupees Thirteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 12/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarnaik
Sr. Manager – HR & Admin
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KPL/DET/2021

May 08, 2021

Mr. Ms Rutuja D. Washmore,
Katsa, Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Ms. Rutuja,

QA
=1

This has reference to the Campus Interview of 08/05/2021 We are pleased to inform you that you have been short listed to undergoing/availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune


As a DET – Diploma Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards

You will be paid monthly consolidated remuneration of Rs. 13,500/- (Rupees Thirteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 12/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarmaik
Sr. Manager – HR & Admin.
msarmaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Akash C. Salukne
Kinkarwad, Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Akash,

This has reference to the Campus Interview of 08/5 /2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a **GET – Graduate Mechanical Engineer Trainee**, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 14,500/-** (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 12/05 /2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

MR. Sarnaik
Mahesh Sarnaik
Sr. Manager – HR & Admin.
 msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Dastagir Shaikh
Nisa, Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Dastagir,

This has reference to the Campus Interview of 08/05 /2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 14,500/-** (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 12/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

MR Sarnaik
Mahesh Sarnaik
Sr. Manager – HR & Admin.
 msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KILGET 2021

May 08, 2021

Mr. Omkar Vatachne
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Omkar

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangul, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 12/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

MR. Sarnaik
Mahesh Sarnaik
Sr. Manager – HR & Admn.
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Kapil K. Bhat
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr Kapil,

This has reference to the Campus Interview of C&I/CC /2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies. Pirangut. Pune

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 14,500/-** (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 13/05 /2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com


Signature of the Candidate: - _____

Place and Date: - _____



May 08, 2021

KIL/GET /2021

Mr. Omkar Jadhav
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Omkar,

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 14,500/-** (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 13/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com


Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Venkatesh Pol
Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Venkatesh,

This has reference to the Campus Interview of 08/05/2021 We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune

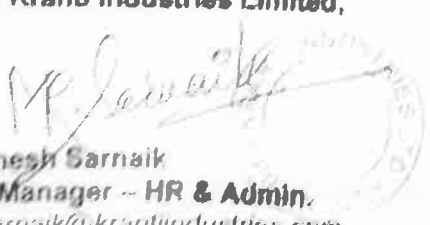
As a GET - Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year **Once you report for training from 13/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


 Mahesh Sarnaik
 Sr. Manager - HR & Admin.
 msarnaik@krantiindustries.com

Signature of the Candidate - _____

Place and Date - _____



KIL/GET /2021

May 08, 2021

Mr. Sohel Sayyad
Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Sohel,

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 13/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited


Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Gaurav Mahaling
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Gaurav,

This has reference to the Campus Interview of 08/05 /2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 14/05 /2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


 Mahesh Sarnaik
 Sr. Manager – HR & Admin.
 msarnaik@krantiindustries.com

Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Harish Kulkarni,
Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Harish,

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a **GET – Graduate Mechanical Engineer Trainee**, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 14,500/-** (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 14/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

Mr. Sarnaik
Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



May 08, 2021

KIL/GET /2021

Mr. Omkar Isave
Katraj, Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Omkar,

This has reference to the Campus Interview of _____/_____/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET - Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 14/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


 Mahesh Sarnaik
 Sr. Manager - HR & Admin.
 msarnaik@krantiindustries.com

Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Pranit Bidkar
Kothrud, Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Pranit,

This has reference to the Campus Interview of 08 / 05 / 2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

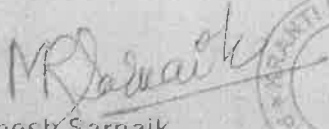
As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. Once you report for training from 14 / 05 / 2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


 Mahesh Sarnaik
 Sr. Manager – HR & Admin
 msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KRANTI/2021

May 08, 2021

Mr. Sujay Raut
Pune

Subject: - Training Facility for a period of One Year.

Dear Mr. Sujay,

This has reference to the Campus Interview of 08/05/2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 14/05/2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

M. Sarnaik



Mahesh Sarnaik
Sr. Manager – HR & Admin,
msarnaik@krantiindustries.com

Signature of the Candidate _____

Place and Date _____



KPL/DET/2021

May 08, 2021

Mr. Ajay Nalwade
Indapur, Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Ajay,

This has reference to the Campus Interview of 08 / 05 / 2021. We are pleased to inform you that you have been short listed to undergoing/availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a **DET – Diploma Mechanical Engineer Trainee**, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of **Rs. 13,500/-** (Rupees Thirteen Thousand Five Hundred only) during the said Training period of One Year. **Once you report for training from 14 / 05 / 2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.**

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,


Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com



Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET /2021

May 08, 2021

Mr. Yogesh C. Kulkarni
Hadapsar, Pune.

Subject: - Training Facility for a period of One Year.

Dear Mr. Yogesh

This has reference to the Campus Interview of 08 / 05 / 2021. We are pleased to inform you that you have been short listed to undergoing / availing ONE YEAR Training Facilities at our Kranti Group of Companies, Pirangut, Pune.

As a GET – Graduate Mechanical Engineer Trainee, you will undergo / avail training in our Manufacturing / Production / Quality department, to acquire Process knowledge about Precision Machining Components on CNC / VMC / HMC / CMM including the Quality Standards.

You will be paid monthly consolidated remuneration of Rs. 14,500/- (Rupees Fourteen Thousand Five Hundred only) during the said Training period of One Year. *Once you report for training from 25 / 05 / 2021, a formal letter of Training Facilities will be issued to you. However, this letter stands terminated if you do not report on this date.*

Kindly note that this training facility will be continued subject to your passing out final year and copy of the same is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

Mr. Sarnaik



Mahesh Sarnaik
Sr. Manager – HR & Admin.
msarnaik@krantiindustries.com

Signature of the Candidate: - _____

Place and Date: - _____



KIL/GET/2021

May 26, 2021

✓ Mr. Chinmay Mandar Kulkarni
Flat No.402, Gulmohor Imperial,
Dhayari, Pune 411 041

Subject: - Training Facility for a period of One Year.

Dear Mr. Chinmay,

This has reference to your application requesting for permission to undergoing/availing ONE YEAR Training Facilities in our Kranti Group of Companies, Pune.

We are pleased to extend the required Training Facilities to you as a "GET - Graduate Mechanical Engineer Trainee" at our Production Department for acquiring the Job and process knowledge about Engineering and Automobile Components on CNC / VMC / HMC / Gantry etc. including the Quality Standards

You have to execute / sign a formal agreement wherein the terms and condition of your Training Facilities as well as Details of Remunerations are mentioned for mutual understanding and interest in enclosed Annexure - I.

Your Training period is effective from 19/05/2021 for the period of ONE YEAR and said facility will automatically withdraw / ended on 18/05/2022. Kindly note that this training facility will be continued subject to your passing out final year exam, if any, and copy of result is submitted to the undersigned.

Yours faithfully,

For Kranti Industries Limited,

MR Sarnak
26/5/2021
Mahesh Sarnak
Sr. Manager - HR & Admin.



I the undersigned agree to the terms and conditions mentioned in the enclosed Annexure - I and I acknowledged the Xerox / second copy of this Letter - cum - Agreement.

Signature of the Candidate: - C.M. Kulkarni

Name and Address: - Chinmay Kulkarni, Dhayari - Pune 411041

Place and Date: - KIL, 29/05/2021

Annexure - I

Mr. Chinmay Kulkarni

1. The Company has agreed to provide the required Training Facilities to GET at our Production Department for acquiring the Job and process knowledge about Engineering and Automobile Components on CNC / VMC / HMC / Gantry etc. including the Quality Standards, and other modern computerized monitoring Machines, and thus candidate has agreed to avail the said facilities for a period of ONE YEAR.

2. The Company will provide the in plant job training in Quality Department(CMM) as Trainee Staff Cadre or in such other position as the Company may require from time to time as per the requirement of Training.

3. The Contract of Training shall be from 19/05/2021 to 18/05/2022 and shall continue for said period until determined earlier in the manner prevailed, subject to medically & mentally fit during training period.

4. **Monthly Remuneration:** The Company on its part shall pay to the Candidate, during the continuance of this Training Period, consolidated amount of Rs. 14,500/- (Rs. Fourteen thousand five hundred only) per month. The candidate is well aware that no remuneration will be paid / payable for any days of absence from training period. However, candidate is not eligible for other benefits like leave, bonus PF, PT etc, to which other employees of the company may be entitled.

5. The Candidate shall faithfully and diligently discharge his / her obligations under this Training Agreement and perform such duties as are assigned to him/her from time to time. This training is subject to your mentally and physically fit as per company policy.

6. (a) The Candidate shall devote the whole of his/her time, attention and abilities to the business of the Company and shall not, without the express written permission of the Management, carry on any other business profession or vocation either directly or through relatives or become an employee, full time or part time, of any other person, firm, company or institution, or accept the outside assignment during training / working hours whether for payment or otherwise and shall faithfully undergone the training / serve the Company in all respects and use his / her utmost endeavors to concentrate training, to promote and maintain the interest of the Company and its good reputation at shop floor as well as in the market. He / she also not to take part or associate himself / herself directly or indirectly in labour / trade union activity of any kind whatsoever unconnected with his / her Training period.

(b) The Candidate or his relative, a firm in which such a Candidate or relative is a partner, any other partner in such a firm or a private company of which the Candidate or his relative is a member or a director shall not enter into any contract with the Company for the sale, purchase or supply of any goods, materials or services except with the previous written permission of the Management.

7. The Candidate shall comply with, adhere to and implement all lawful orders given to him/her from time to time by the Seniors / Superiors at shop floor/work place and such other officer under whom he / she works and shall carry out such duties as may be assigned to him/her.

8. The Candidate agrees to avail the training in Shifts basically in manufacturing / production and any of the departments of the Company including Production, Quality Assurance, Commercial Departments etc, if required, he / she further undertake to work other Units, Showrooms and Godowns of the Company whether in Pune or outside, whether now existing or as may be established from time to time.

9. The Candidate shall not, at any time either during or after the completion / termination of his / her Training under this Agreement, and without the written permission of the Management, disclose or divulge or make public any information whatsoever, data, knowledge, secret or special knowledge regarding any engineering, designs, drawings, processes, business affairs, scientific investigations, problems, accounts, transactions, or dealings of the Company which he/she may know or learn while in the Training Period/Company's employment, in any way whatsoever to any third party.

The Candidate shall not remove from the premises of the Company any notes, drawings or other documents or material relating to such knowledge or information or make use of them either directly or indirectly. He / She shall not use for his/her own purpose or for purposes other than those of the Company any information whatsoever of a confidential character which he/she may have or hereafter acquire in or in relation to the Company's business or any of its objects.





Viraj Barge <placement.dcoer@zealeducation.com>

Regarding Zeal Placement Cell's Official Mail ID

156 to 159

Mahesh Sarnaik <msarnaik@krantiindustries.com>
To: placement.dcoer@zealeducation.com
Cc: virajbarga@gmail.com, hrd@krantiindustries.com

Sat, May 15, 2021 at 5:35 PM

Dear Sir,

Thanks for mail id updation.

Today following students came for interview and found OK, namely:

1. Chinamy Kulkarni (9850778934)
2. Gaurav Khawale (8208296542)
3. Akash Kamble (9604612433/9021013701)
4. Prasad Chavan (940541124/8329489809)
5. Rahul Sharma, ref by Pranit Bidkar(8530854813/9604378085)
6. Prashant Ghuge (8329105198/9689973227) – was interviewed last week or so

Will decide on Monday for their engagement.....

For your information and comments please....

Thanks & regards,

Mahesh Sarnaik

Sr Manager – HR & Admin.



Kranti Industries Ltd;

Gat No.267/B1, At/Po : Pirangut,

Tal Mulshi, Dist Pune 412 115.

E-mail Id : msarnaik@krantiindustries.com

Cell No.9921421015, 020-6675 5676.

[Quoted text hidden]

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

| |
|---|
| List of students selected in Kranti Industries |
|---|

| Full name | mail id | Contact number | Name of your college |
|--------------------------------|------------------------------|----------------------------|----------------------|
| VENKATESH MANIK POL | venkateshpol28@gmail.com | 9762644974 | Zeal COE&R, Pune |
| Kapil Kishor Bhat | kapilbhatcr7@gmail.com | 7030527445 | Zeal COE&R, Pune |
| Aishwarya Hemant Patil | aishpisin@gmail.com | 9890059881 | Zeal COE&R, Pune |
| ✓ Swapnil Chandrarhar Bagal | swapnilcbagal@gmail.com | 9822686428 | Zeal COE&R, Pune |
| Yogesh Chandrashekhar Kulkarni | kulkarniyogesh1997@gmail.com | 9767772743 | Zeal COE&R, Pune |
| Akash Chandrakant Salunke | akashsalunke1999@gmail.com | 70,208,672,148,308,300,000 | Zeal COE&R, Pune |
| Rutuja Digambar Waghmarer | Waghmarerutuja21@gmail.com | 8806441315 | Zeal COE&R, Pune |
| Sujay Raut | sujayraut22@gmail.com | 8830865104 | Zeal COE&R, Pune |
| Omkar Harish Jadhav | jadhav.omkar.h@gmail.com | 8796003665 | Zeal COE&R, Pune |
| Dastagir Sallauddin Shaikh | dastagirshaikh456@gmail.com | 9518332704 | Zeal COE&R, Pune |
| Omkar chandrashekhar vahadne | vahadnesai1998@gmail.com | 7517751636 | Zeal COE&R, Pune |
| Omkar Bhagwan Isave | omkarisave0@gmail.com | 9403567464 | Zeal COE&R, Pune |
| Sohel Sadruddin Sayyad | sohelsayyad549@gmail.com | 7083333645 | Zeal COE&R, Pune |
| Ajay Gorakh Nalawade | ajaynalawade0302@gmail.com | 8788661342 | Zeal COE&R, Pune |
| Gaurav Vijay Mahalim | gauravmahalim@gmail.com | 8149419412 | Zeal COE&R, Pune |
| Pranit rajesh bidkar | Bidkarpranit@gmail.com | 9325112623 | Zeal COE&R, Pune |
| HARISH PRADEEP KULKARNI | harishkulkarni58@gmail.com | 9637752502 | Zeal COE&R, Pune |

Provisional ID card



Mahindra CIE Automotive Ltd. (Gears Division)

Company address: Plot No. C-23/2, Phase III,
Chakan Industrial Area, Village - Varkhe,
Tal. - Khed, Dist. - Pune 410501.



Employee Name: **OMKAR TIKHE**

Employee No.: **GCEPP10263**

Grade: **TRAINEE**

(Handwritten Signature)
Issuing Authority



Mahindra CIE

Mahindra CIE Automotive Limited
Gears Division
 Plot No. C 23/2, Chakan Industrial Area, Phase - II
 Village - Varale, Tal - Khed, Pune - 410501, India
 Tel: +91 2135 601333
 www.mahindracie.com

Date: 22nd April 2021

Mr. SHIVNEKAR SARANG
 EPP Trainee No. GCEPP10264

Appointment as a Trainee

With reference to your application we are pleased to offer you an appointment as a Trainee for a period of Six Month under the provisions of the Employment Promotion Program with effect from 22-04-2021 to 21-10-2021. Your training will automatically come to an end on expiry of the period Six Month. The terms and conditions governing this appointment will be as follows:

1. You will be appointed as an EPP Trainee as per the Governments Employment Promotion Program (EPP Scheme) and model standing orders applicable to the company. The Company has given an opportunity to learn various activities, tasks, jobs and assignments as deemed suitable considering your background and qualifications. The program of Training shall be entirely at the discretion of the Company.
2. You shall pay undivided attention to the training given and carry out all the instructions to the satisfaction of your trainer /s and superior/s. During the period of your apprentice training, test and interviews may be conducted to assess your learning.
3. A detailed documented communiqué as regards your responsibilities towards safety, forming part of the terms and conditions of your appointment is enclosed.
4. The training period may be extended or shortened at the discretion of the Management.
5. The continuation of this appointment is subject to your remaining physically and mentally fit. Further it is also subject to your performance in learning and implementing the lessons there from to the satisfactions of your trainer/s superiors.
6. Your appointment may be terminated at any time during the period of training as well without assigning any reasons whatsoever. Either party shall give at least 6 days notice or payment in lieu thereof in the event of termination of this arrangement.
7. The traineeship does not confer on you the status of a permanent employee and therefore, you would not be entitled to benefits, facilities and perquisites extended to permanent employees of the Company.
8. The Company is not bound to offer you employment at the end of the training period. However, in case the Company has any vacancy, it may consider candidature on applications and merits.
9. In case this training is terminated any time for any reason whatsoever, you shall return Company's property, including your records, notes, drawings, instruments etc., used or obtained during training.
10. You shall keep confidential and prevent divulgence of any information, documents etc. of the Company which might come to your knowledge or possession during the training period and thereafter as well.
11. You shall be governed by the rules and regulations brought about by the Management from time to Time.
12. Hence forth you will be paid stipend as follows.

| | | |
|---|----------------------------|--------------|
| A | Stipend | 11636/- P.M. |
| B | HRA | 581/- P.M. |
| C | *Yearly Bonus Paid Monthly | 947/- P.M. |
| D | Attendance Incentive | 800/- P.M. |



Mahindra CIE Automotive Limited

CIN: L27100MH1999PLC121285
 Regd. Office: Suite F9D, Grand Hyatt Plaza (Lobby Level), Off Western Express Highway, Santacruz (E), Mumbai - 400 055, India
 Tel: +91 22 62411031 Fax: +91 22 62411030 Email: mcie.investors@cie-india.com www.mahindracie.com

Mahindra CIE

If No day's absent in a month then 800/- P.M
If one day's absent in a month then 400/- P.M
If two day's absent in a month then 200/- P.M

(If you are more than three days absent in a month, you will not be eligible for any attendance incentive)

Total Stipend 13964 /- per month (considering you will earn full attendance incentive)

*The statutory Bonus is being paid monthly under "Yearly bonus paid monthly" and will be adjusted against the total payment of bonus under the payment of bonus act.

13. Since you are being appointed as an "Apprentice/Trainee" under the model standing orders applicable to the company, you shall not be entitled to provident fund during this period of training.
14. Delay, omission on part of the Management in exercise of any of its right and authority, arising out of the above terms & conditions will not in any way impair the said right & authority, as also it shall not be considered as waiver thereof.

Please sign a duplicate copy of this letter in token of your acceptance of the traineeship on the terms and Conditions mentioned herein above.

We wish you well and hope that you will find the training useful in your career.

For Mahindra CIE Automotive Ltd,
(Gears Division)



Rohit Lamkhade
Human Resources

Date: 22th April 2021

Mr. TANMAY JOSHI

EPP Trainee No. GCEPP10262

Appointment as a Trainee

With reference to your application we are pleased to offer you an appointment as a Trainee for a period of Six Month under the provisions of the Employment Promotion Program with effect from 22-04-2021 to 21-10-2021. Your training will automatically come to an end on expiry of the period Six Month. The terms and conditions governing this appointment will be as follows:

1. You will be appointed as an EPP Trainee as per the Governments Employment Promotion Program (EPP Scheme) and model standing orders applicable to the company. The Company has given an opportunity to learn various activities, tasks, jobs and assignments as deemed suitable considering your background and qualifications. The program of Training shall be entirely at the discretion of the Company.
2. You shall pay undivided attention to the training given and carry out all the instructions to the satisfaction of your trainer /s and superior/s. During the period of your apprentice training, test and interviews may be conducted to assess your learning.
3. A detailed documented communiqué as regards your responsibilities towards safety, forming part of the terms and conditions of your appointment is enclosed.
4. The training period may be extended or shortened at the discretion of the Management.
5. The continuation of this appointment is subject to your remaining physically and mentally fit. Further it is also subject to your performance in learning and implementing the lessons there from to the satisfactions of your trainer/s superiors.
6. Your appointment may be terminated at any time during the period of training as well without assigning any reasons whatsoever. Either party shall give at least 6 days notice or payment in lieu thereof in the event of termination of this arrangement.
7. The traineeship does not confer on you the status of a permanent employee and therefore, you would not be entitled to benefits, facilities and perquisites extended to permanent employees of the Company.
8. The Company is not bound to offer you employment at the end of the training period. However, in case the Company has any vacancy, it may consider candidature on applications and merits.
9. In case this training is terminated any time for any reason whatsoever, you shall return Company's property, including your records, notes, drawings, instruments etc., used or obtained during training.
10. You shall keep confidential and prevent divulgence of any information, documents etc. of the Company which might come to your knowledge or possession during the training period and thereafter as well.
11. You shall be governed by the rules and regulations brought about by the Management from time to Time.
12. Hence forth you will be paid stipend as follows.

| | | |
|---|----------------------------|--------------|
| A | Stipend | 11636/- P.M. |
| B | HRA | 581/- P.M. |
| C | *Yearly Bonus Paid Monthly | 947/- P.M. |
| D | Attendance Incentive | 800/- P.M. |



Mahindra CIE Automotive Limited

CIN: L27100MH1999PLC121285

Regd. Office: Suite F9D, Grand Hyatt Plaza (Lobby Level), Off Western Express Highway, Santacruz (E), Mumbai - 400 055, India

Tel: +91 22 62411031 Fax: +91 22 62411030 Email: mcie.investors@cie-india.com www.mahindra.ie.com

If No day's absent in a month then 800/- P.M
If one day's absent in a month then 400/- P.M
If two day's absent in a month then 200/- P.M

(If you are more than three days absent in a month, you will not be eligible for any attendance incentive)

Total Stipend 13964 /- per month (considering you will earn full attendance incentive)

*The statutory Bonus is being paid monthly under "Yearly bonus paid monthly" and will be adjusted against the total payment of bonus under the payment of bonus act.

13. Since you are being appointed as an "Apprentice/Trainee" under the model standing orders applicable to the company, you shall not be entitled to provident fund during this period of training.
14. Delay, omission on part of the Management in exercise of any of its right and authority, arising out of the above terms & conditions will not in any way impair the said right & authority, as also it shall not be considered as waiver thereof.

Please sign a duplicate copy of this letter in token of your acceptance of the traineeship on the terms and Conditions mentioned herein above.

We wish you well and hope that you will find the training useful in your career.

**For Mahindra CIE Automotive Ltd.
(Gears Division)**



**Rohit Lamkhade
Human Resources**

Date: 22nd April 2021

Mr. NISHIKANT JADHAV
EPP Trainee No. GCEPP10280

Appointment as a Trainee

With reference to your application we are pleased to offer you an appointment as a Trainee for a period of Six Month under the provisions of the Employment Promotion Program with effect from 22-04-2021 to 21-10-2021. Your training will automatically come to an end on expiry of the period Six Month. The terms and conditions governing this appointment will be as follows:

1. You will be appointed as an EPP Trainee as per the Governments Employment Promotion Program (EPP Scheme) and model standing orders applicable to the company. The Company has given an opportunity to learn various activities, tasks, jobs and assignments as deemed suitable considering your background and qualifications. The program of Training shall be entirely at the discretion of the Company.
2. You shall pay undivided attention to the training given and carry out all the instructions to the satisfaction of your trainer /s and superior/s. During the period of your apprentice training, test and interviews may be conducted to assess your learning.
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| B | HRA | 581/- P.M. |
| C | *Yearly Bonus Paid Monthly | 947/- P.M. |
| D | Attendance Incentive | 800/- P.M. |



Mahindra CIE Automotive Limited

CIN: L27100MH1999PLC121285

Regd. Office: Suite F9D, Grand Hyatt Plaza (Lobby Level), Off Western Express Highway, Santacruz (E), Mumbai - 400 055, India
Tel: +91 22 62411031 Fax: +91 22 62411030 Email: mcie.investors@cie-india.com www.mahindra.com

If No day's absent in a month then 800/- P.M
If one day's absent in a month then 400/- P.M
If two day's absent in a month then 200/- P.M

(If you are more than three days absent in a month, you will not be eligible for any attendance incentive)

Total Stipend 13964/- per month (considering you will earn full attendance incentive)

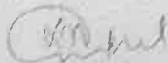
**The statutory Bonus is being paid monthly under "Yearly bonus paid monthly" and will be adjusted against the total payment of bonus under the payment of bonus act.*

13. Since you are being appointed as an "Apprentice/Trainee" under the model standing orders applicable to the company, you shall not be entitled to provident fund during this period of training.
14. Delay, omission on part of the Management in exercise of any of its right and authority, arising out of the above terms & conditions will not in any way impair the said right & authority, as also it shall not be considered as waiver thereof.

Please sign a duplicate copy of this letter in token of your acceptance of the traineeship on the terms and Conditions mentioned herein above.

We wish you well and hope that you will find the training useful in your career.

For Mahindra CIE Automotive Ltd.
(Gears Division)



Rohit Lamkhade
Human Resources



Fwd: Result of Pusalkar Group Placement drive held on 30th July 2021 at Zeal College Campus

1 message

Viraj Barge <placement.dcoer@zealeducation.com>
To: Yatin Bhamare <yatin.bhamare@zealeducation.com>

Sat, Feb 4, 2023 at 12:48 AM

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

From: **Placement_DCOER** <placement.dcoer@zealeducation.com>

Date: Tue, Aug 10, 2021 at 1:05 PM

Subject: Result of Pusalkar Group Placement drive held on 30th July 2021 at Zeal College Campus

To: <omkarmohol99@gmail.com>, <pjagatap5@gmail.com>, <adityamahadik50@gmail.com>, <pranaysalunke5@gmail.com>, <gauravkhawale0307@gmail.com>, <siddf51045@gmail.com>

Cc: Aman Mathew <aman.mathew@zealeducation.com>, Minal Badgujar <minal.badgujar@zealeducation.com>, Uday Gadpayale <uday.gadpayale@zealeducation.com>, Sourabh Lawate <sourabh.lawate@zealeducation.com>

Dear Students,

Good afternoon !

With further reference to the campus drive held on 30th July 2021, I am pleased to inform you that the following 6 students are selected in Pusakar Group.

We are therefore, happy to inform you that the following students can join the company on w.e.f **Monday, 16th August 2021 :-**

1. Omkar Anil Mohol
2. Pratik Balaso Jagtap
3. Aditya Sunil Mahadik
4. Siddharth Ramesh Nalawade
5. Pranay Sanjay Salunke
6. Gaurav Khawale

To start with, they will be paid a monthly **stipend of Rs 15,000/-**.

Selected students have to report to work on **Monday 16th August at 10.30 am** along with their documents for verification and our Sr Manager – Operations will allot you the shift timings .

Congratulations..!!!

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Achievements:

list of finally selected candidates

2 messages

167 to 169

Swanand Deshpande <swanand.deshpande@warade.in>
To: Placement_DCOER <placement.dcoer@zealeducation.com>

Mon, May 1

Dear Sir,

Congratulations! to you and your students. We are glad to inform you that we have been selected some students from your college for GET positions in our company.

We have defined/selected them from different parameters and subsequent interview and technical test. Following are the list of students those who have been selected/placed in our company

- 1) Kajol More
- 2) Suraj Nair
- 3) Kamlesh Deshmukh
- 4) Avdhut Mall
- 5) Amod Behare
- 6) Sarthak Jadhav
- 7) Omkar Telgu
- 8) Kaushal Sapre
- 9) Maruti Dhobale

As discussed joining date is expected to be 1st June 2021. I will be contacting with selected students on the provided contact numbers with further details. The selection of the students is valid

May 2021 for other administrative activities before joining. In case of any query, I will be available on call.

Regards,

Swanand D

HR Department

From: Swanand Deshpande [mailto:swanand.deshpande@warade.in]
Sent: Tuesday, May 11, 2021 11:52 AM
To: 'Placement_DCOER'
Subject: list of shortlisted candidates

Dear Sir,

As we discussed I am sharing you list of shortlisted students for final round.

| Sr.NO | Full name | mail id | contact number | name of your college | branch | Year of passing | Ren |
|-------|-------------------------|------------------------------|----------------|---|------------|-----------------|------|
| 1 | Monika pawar | monikapawar0356@gmail.com | 7058411547 | Zeal College of Engineering & Research, Narhe | E&TC | 2021 | Shor |
| 2 | Akshay Pradeep Khedkar | akshaykhedkar61098@gmail.com | 8766979940 | Zeal College of Engineering & Research, Narhe | Mechanical | 2021 | Shor |
| 3 | Ambekar shubham prakash | sambekar704@gmail.com | 9657131857 | Zeal College of Engineering & Research, Narhe | Mechanical | 2021 | Shor |
| 4 | Rutuja Rajendra Katore | rulujakatore2017@gmail.com | 9834459775 | Zeal College of Engineering & Research, Narhe | Mechanical | 2021 | Shor |
| 5 | Omkar Sainath Telgu | omkartelgu@gmail.com | 8669009074 | Zeal College of Engineering & Research, Narhe | Mechanical | 2021 | Shor |
| 6 | Kaushal Shashank Sapre | kaushalsapre29@gmail.com | 9922319862 | Zeal College of Engineering & Research, Narhe | Mechanical | 2021 | Shor |



Offer: Computer Consultancy
Ref: TCSL/DT20218874094/Delhi
Date: 02/02/2022

Mr. Shubham Vitthal Waghmode
Saidham Society , D-102Dhanori-Lohgaon Road,
Saidham Society,
Pune-411015,
Maharashtra.
Tel# -9552165797

Dear Shubham Vitthal Waghmode,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

TCS Confidential
TCSL/DT20218874094

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

TCS Confidential
TCSL/DT20218874094

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

2



23-Nov-2021

Dear Omkar Krishna Rambade,
B.E., Mechanical
Zeal College of Engineering and Research, Narhe

Candidate ID – 18981700

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

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

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

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

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

Please note:

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

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

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

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

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

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

3.1 Cognizant Internship:

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

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

3.2 Continuous Skill Development (CSD) Program:

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

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

3.3 GenC Training Post joining:

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

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

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Omkar Krishna Rambade **Designation:** Programmer Analyst Trainee

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

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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

AND

Omkar Krishna Rambade, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

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

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

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

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

Company;

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited Omkar Krishna Rambade

Sign: _____
Name: _____

Sign: _____
Name: _____

SHIV ENTERPRISES

DHANORE VILLAGE, ALANDI - MARKAL ROAD, PUNE - 412105

Devidas Suresh Sonawane

Subhashnagar, Nashik

Maharashtra - 423102

Mo.: 7620705049

Date: 15/03/2021

Subject: Offer of Employment

Dear Mr. Devidas,

We are pleased to offer you the position of Quality Engineer, with SHIV ENTERPRISES. Your anticipated start date will be 15th March 2021. However, you would have to inform us of the final date of joining after receiving this letter. This offer is valid till 30th March, unless extended by mutual agreement.

The value of your Annualised CTC will be 1,68,000/-. Details of the Reference Salary and Other Benefits are in the attached Salary break-up annexure.

Please sign the enclosed copy of this letter, Terms and conditions document, Non disclosure & Code of practice agreement and send it to Name, company address, within seven days of receipt here of.

Your contact in SHIV ENTERPRISES would be Mr. Sushant Parede, please feel free to get in touch for any questions or assistance that you may need.

We will be delighted to have you as a member of the SHIV ENTERPRISES management team and look forward to working with you.



Yours sincerely,

Atish Gawade

HR & Administrative

SHIV ENTERPRISES

- Annexure:
1. Terms and Conditions
 2. Non Disclosure and Code of Practice Agreement.
 3. Details on Reference Salary.
 4. List of KYC Documents (Submit on joining Date)

November 18, 2021

HRD/3T/1002131389/21-22

Mr. Maruti Dhobale
Flat No. 107, Rajveer Residency, Pokale Vasti
Benkar Vasti Road, Dhayarigao
Pune-411041
India

Ph: +91-7972391224

Dear Maruti,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys.Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.18 18:11:24 IST
Reason: Digitally Signed
Location: Bangalore

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

November 18, 2021

HRD/1002131389/21-22

Mr. Maruti Dhobale
Flat No. 107, Rajveer Residency, Pokale Vasti
Benkar Vasti Road, Dhayarigao
Pune-411041
India

Ph: +91-7972391224

Dear Maruti,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Dec-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

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

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name

Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.18 16:11:24 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

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

ANNEXURE - II
(Compensation post Unit allocation)

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



HR/GAT/21-22-149921

12th November 2021

To,

Hrishikesh Dimbale
S/o Yashwant Dimbale, S N 22 Gulmohar Appt B, Pawar Hospital Magchi Galli Dhankawadi
Pune.411043

Dear Mr. Hrishikesh

This has reference to your application and the subsequent interview you had with us. We are pleased to offer training in the Position of Graduate Apprentice Trainee In our organization with effect from 12th November 2021 on the following terms and conditions:

1. Stipend:

During the trainee period you will be paid Rs.12500 /-p.m. (Twelve Thousand Five Hundred) During the Apprentice Training. You will not be entitled to any other allowances, bonus, incentive or benefits.

2. Period of Training

You will be on training for a period of one year from the date of joining, and will stand automatically terminated on 11th November 2022 after your duty hours. During your training period your progress would be reviewed periodically.

3. Medical Fitness

This offer is subject to your being found medically fit by the company doctor.

4. Apprentices Act

You will be covered under Apprentices Act, 1961 and you will be entitled to all the benefits applicable under this act

5. Transfer

You will be liable to be transferred to any other department or establishment or branch or Subsidiary of the company in India or abroad. In such a case, you will be governed by the terms and conditions of service of applicable to the new assignment.

TATA AUTOCOMP SYSTEMS LIMITED
INTERIORS AND PLASTICS DIVISION

Page 1 of 3

Survey Nos. 235 B-245 Village Hattiwadi Tal. Mulshi Pune-411 057 India

Tel : 91 20 6622345 Fax : 91 20 6652346 website : www.tataautcomp.com. CIN : U3451XW1139HNS1091713

Registered Office : TACO House Gandhi Path -Off Law College Road Pune-411 004 India



4dimensions Infotech

1st Floor, Samarth Bldg., Near Bank of Maharashtra, Sinhgad Campus, Pune-411041
Email: hr@4di.in Contact: 020 24390557, 9595103103

[Type here]

OFFER LETTER

Date:-28/01/2021

TO,
Mr. Nikhil Dixit,
Pune.

Dear Nikhil,

Congratulation for your successful candidature for the post of **INTERN – DESIGN** in our organization. This is to inform you that, you have been selected for above Post. You will be appointed as **"INTERN-DESIGN"** In our organization. You are requested to confirm your acceptance of this offer by replying to us. Kindly note that you are required to join your duty on **02/02/2021** tentatively as discussed during interview.

Offer Details:

- Name: Nikhil Dixit
- Department: - DESIGN DEPARTMENT
- Offer Designation: INTERN - DESIGN
- Date of Joining: 02/02/2021

AUTHORISED BY



MR. VILAS RATHOD
DIRECTOR



Development Centre
(India) Private Limited

LETTER OF INTENT

Date: 5-Oct-2017

Name: Abhishek Gaurankar

Dear Abhishek

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 120 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 120 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,87,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,58,950/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 28,050/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



HYUNDAI



Purushottam D. Gaikwad

Sales Executive

Blood Group

DOB - 01 02 2021

JAYA HYUNDAI

Sujaya Enterprises Pvt. Ltd. Regd. Office: Marol Diwadi, Marol Diwadi,
Mumbai - 400 028. Phone: 2611 801
Tel: 022-2611 801, 2611 802
www.jayahyundai.com



भारतीय स्टेट बैंक
भारतीय स्टेट बैंक
STATE BANK OF INDIA

253

The Assistant General Manager / Branch Manager

State Bank of India

Sohakar Nagar Branch

Pune.

Date :- 26/12/2019

NO. AGM (HLS)/HLC/

Dear Sir/Madam,


EMPANELMENT OF SBI HOME LOAN : Home Loan Counsellor (HLC)

With reference to the above, we have to advise that we have empanelled Mr. Kalpak Suddhi Kame as Home Loan Counsellor (HLC) for sourcing home loans and attach her/him to your branch.

In this context, we are arranging a short training programme for him/her. Please arrange to provide necessary support in the form of hand-holdings at your level so that Mr. Kalpak Suddhi Kame can book maximum business for your branch. We are arranging HLC code from LHO. Please also arrange to provide ID Card to - Mr. Kalpak Suddhi Kame.

The copy of the empanelment letter is enclosed herewith for your record.

Yours faithfully


Asstt. General Manager
(HLS)



bank.sbi
+91 20 6680 0456
+91 20 2640 4356 (Fax)
agmhls.zopune1@sbi.co.in

गृहकर्ज विक्री विभाग
परिमंडळ कार्यालय, परिमंडळ - 1,
386/2, शारदा चेंबर्स,
4 था मजला, शंकरशेठ रोड,
पणे - 411 037.

गृहकर्ज विक्री अनुभाग
आंचलिक कार्यालय, अंचल - 1,
386/2, शारदा चेंबर्स,
4 वां तल, शंकरशेठ रोड,
पणे - 411 037

Home Loan Sales Dept.
Zonal Office, Zone - 1,
386/2, Sharda Chambers,
4th floor, Shankarsheth Road,

 **MEGA**.tc
ENGINEERING



Sumit Patel

Employee no: Me35
Date of Birth : 8/11/1998
Blood Group : B+Ve

Distillery | Evaporation | Dryer | ZLD



APPENDIX - II - CONTRACT LETTER WITH NEEM TRAINEE

Date: 01/07/20

Neem Trainee No. BSA/PUN/NT/ 1F920305540

Dear Mr./Miss Sachin D. Salunke

NEEM - Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms & Conditions. :

1. The period of training shall be 01/07/20 with start date and 30/6/23 end date.
2. It shall not be obligatory on the part of the NEEM Agent to offer any employment to the apprentices on successful completion of period of trainee in his/her establishment nor shall it be obligatory on the part of the NEEM trainee to accept any employment under the employer, As NEEM trainee undergoing training in an establishment you shall be a trainee and not a worker and as such, the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
3. As NEEM trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
4. As NEEM trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
5. As NEEM trainee you shall maintain a record of your work during the period of the NEEM TRAINING in a Performa Prepared and approved by NEEM agent.
6. When the contract of training is terminated for failure on your part to carry out the terms of contract, you shall refund to the NEEM agent as cost of training such amount as may be determined by NEEM agent. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM)
7. The Contract of training can be terminated without compensation payment to the NEEM Trainee :-
 - i. If you secure gainful employment (on production of copy of the appointment letter) ; and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon attached to any Government Hospital.
8. For breach of contract by NEEM agent, NEEM agent shall pay compensation to you in accordance with the Minimum wages specified for that category.
9. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
10. NEEM agent will formulate a "Training Programme" for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
11. NEEM trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/her attached for training.
12. The stipend for a particular month shall be paid before the 10th of the following month.
13. Any disagreement or dispute between NEEM agent and the NEEM trainee arising out of the Contract shall be referred to the Governing body of NEEM agent.

ENDORSEMENT

I hereby confirm acceptance of the above NEEM contract letter, on the terms and conditions stipulated therein, I understand and agree that my signing this contract does not constitute employment by NEEM agent or any guarantee of employment.

For BSA Corporation Ltd.

Authorized Signatory



Acceptance and Agreed

[Signature]

BSA Corporation Ltd.

Corporate Off. : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411 018.
Tel. : +91-020-27474997, Telefax : +91-020-27474962 Email : info@bsaskills.com Website : www.bsaskills.com



ELECTRICA ENGINEERS (INDIA) PVT. LTD.

H.O. : Shed No. W-316, Rabale Block, M.I.D.C. Industrial Area, T.T.C. Ghansoli-Post, Navi Mumbai - 400 701. (INDIA)
Telephone : +91-22-2760 6670, Tele Fax : 91-22-2760 6680, Website : www.electricalindia.com

CIN: U31900MH2004PTC144011

Offer Letter

Date: 28th June 2021

Dear Mr. Shubham Ashok Suryawanshi

This has reference to your Telephonic interview you had with us, for the post of **Trainee**. You will be required to work at Electrica Engineers India Pvt Ltd. Address: Gat No 57-1, Village Bebedohal, Near TATA Maval Foundry, Tal-Maval, Pune-410506 Maharashtra India.

You will also be required to work in any shift, department or section as directed by the management from time to time.

We are pleased to offer you the following terms:



- Designation** : Graduate Trainee Engineer
Date of Joining : On or before 02nd July, 2021
Stipend : Rs.15000 (During Training period)
Training Period : One year
Probation Period : 6 months after satisfactory completion of training period.
Leave : No Leaves applicable during training period.

You are liable to give notice of one month if you decide to resign and management also will give a month notice or salary in lieu of Notice.

Please sign the second copy of this letter for your acceptance of the above terms.

Thank you,

For, Electrica Engineers India Pvt Ltd.


 Ritesh Pardeshi
 Manager-HR & Admin


I accept the above mentioned terms.

Place: Pune

()



Annexure - I

Mr. Chinmay Kulkarni

1. The Company has agreed to provide the required Training Facilities to GET at our Production Department for acquiring the Job and process knowledge about Engineering and Automobile Components on CNC / VMC / HMC / Gantry etc including the Quality Standards, and other modern computerized monitoring Machines, and thus candidate has agreed to avail the said facilities for a period of ONE YEAR.
2. The Company will provide the in plant job training in Quality Department(CMM) as Trainee Staff Cadre or in such other position as the Company may require from time to time as per the requirement of Training.
3. The Contract of Training shall be from 19/05/2021 to 18/05/2022 and shall continue for said period until determined earlier in the manner prevailed, subject to medically & mentally fit during training period.
4. **Monthly Remuneration:** The Company on its part shall pay to the Candidate, during the continuance of this Training Period, consolidated amount of Rs. 14,500/- (Rs. Fourteen thousand five hundred only) per month. The candidate is well aware that no remuneration will be paid / payable for any days of absence from training period. However, candidate is not eligible for other benefits like leave, bonus PF, PT etc. to which other employees of the company may be entitled.
5. The Candidate shall faithfully and diligently discharge his / her obligations under this Training Agreement and perform such duties as are assigned to him/her from time to time. This training is subject to your mentally and physically fit as per company policy.
6. (a) The Candidate shall devote the whole of his/her time, attention and abilities to the business of the Company and shall not, without the express written permission of the Management, carry on any other business profession or vocation either directly or through relatives or become an employee, full time or part time, of any other person, firm, company or institution, or accept the outside assignment during training / working hours whether for payment or otherwise and shall faithfully undergone the training / serve the Company in all respects and use his / her utmost endeavors to concentrate training, to promote and maintain the interest of the Company and its good reputation at shop floor as well as in the market. He / she also not to take part or associate himself / herself directly or indirectly in labour / trade union activity of any kind whatsoever unconnected with his / her Training period.
- (b) The Candidate or his relative, a firm in which such a Candidate or relative is a partner, any other partner in such a firm or a private company of which the Candidate or his relative is a member or a director shall not enter into any contract with the Company for the sale, purchase or supply of any goods, materials or services except with the previous written permission of the Management.
7. The Candidate shall comply with, adhere to and implement all lawful orders given to him/her from time to time by the Seniors / Superiors at shop floor/work place and such other officer under whom he / she works and shall carry out such duties as may be assigned to him/her.
8. The Candidate agrees to avail the training in Shifts basically in manufacturing / production and any of the departments of the Company including Production, Quality Assurance, Commercial Departments etc, if required, he / she further undertake to work other Units, Showrooms and Godowns of the Company whether in Pune or outside, whether now existing or as may be established from time to time.
9. The Candidate shall not, at any time either during or after the completion / termination of his / her Training under this Agreement, and without the written permission of the Management, disclose or divulge or make public any information whatsoever, data, knowledge, secret or special knowledge regarding any engineering, designs, drawings, processes, business affairs, scientific investigations, problems, accounts, transactions, or dealings of the Company which he/she may know or learn while in the Training Period/Company's employment, in any way whatsoever to any third party.

The Candidate shall not remove from the premises of the Company any notes, drawings or other documents or material relating to such knowledge or information or make use of them either directly or indirectly. He / She shall not use for his/her own purpose or for purposes other than those of the Company any information whatsoever of a confidential character which he/she may have or hereafter acquire in or in relation to the Company's business or any of its objects.



10. The Candidate shall fill and make all reports pertaining his training responsibilities to his / her immediate superior / trainer in the department in which he / she is undergoing training, of any matter of special importance relating to the work of the department or of the Company and shall at all times give to such superior all information which he/she may acquire relating to the affairs of the department or of the Company.

11. The Candidate undertakes and agrees with the Company that he / she will not receive any commission, presents, or other benefits from any person, firm, company or institution with whom the Company may have dealings or in relation to or in consequence of any dealings or transactions or contemplated dealings or transactions between the Company and such person, firm, company or institution. He / she further undertakes and agrees that if any person, firm, company or institution shall at any time make him/her any offer or promise of any such presents, commission or benefit, he/she will forthwith communicate the same in writing to the Management and / or the Head of his / her department.

12. If the Candidate during his / her Training period with the Company under this Agreement either alone or jointly with any other person invents, discovers, learns or makes invention or discovery or any improvement, technical or practical development or modification to or in any new or existing invention (whether patented or patentable or not) or any process, design or formula, in every such case, the Candidate shall forthwith give notice in writing thereof accompanied by full and complete details with all necessary drawings and calculations and the method of manufacturing, working, carrying out and using the same to the Company and the same shall belong to and be the sole property of the Company.

13. Notwithstanding anything hereinbefore contained, the Company may determine this Agreement and terminate the Training Facility at any time without notice or **forfeit payment** of any kind in lieu of notice to the Candidate if in the opinion of the Company: -

(a) his / her improvement in training is found unsatisfactory or if he / she neglects his / her instructions or if he / she is found dishonest or guilty of any misconduct in the opinion of the Management or such other officer as may be authorized by him/her in this behalf; or

(b) he / she refuses or neglects to comply with all lawful and reasonable orders given to him/her by the Managing Director or the head of the department or such other officer as may be authorized by the Managing Director/Director; or

(c) he / she commits any breach of this Agreement; or

14. If the Candidate remains absent without permission or overstays the leave granted (leave without pay) or subsequently extended and intimated, for a period of ten consecutive days or more, he / she shall be deemed to have put an end to this Agreement and to have abandoned the training facilities with the Company under the Agreement. No remuneration will be paid in such a case.

15. (a) Notwithstanding anything hereinbefore contained, either the Company or the Candidate may desire to terminate this contract of training facilities under this agreement at any time by giving at least **ONE MONTH** clear notice in writing **OR** immediately upon **payment of one month's** remuneration in lieu of notice. Provided, however that if the Candidate has given notice, he/she shall not be relieved unless he / she has completed the assignment. **No remuneration will be paid in absence of above notice of leaving the Training Facilities.**

(b) Any notice required to be given to the Candidate pursuant to this clause shall be sufficiently given if signed by the Management or any other authorized officer of the Company and given personally to the Candidate or sent by post to his/her last known address on the Company records; or by e-mail;



Mr. Chinmay Kulkarni

(c) Any notice required to be given to the Company pursuant to this clause shall be sufficiently given if left by the Candidate, he may send by post addressed to the Company to its Registered Office as stated above; and

(d) If the Candidate submits his/her resignation by giving notice under sub-clause (a), the Management or the Officer authorized by him may accept such resignation notwithstanding the period of notice and in such an event the resignation becomes operative immediately and the Candidate shall have no recourse to revoke the resignation thereafter;

16. Upon the determination of this agreement in any of the ways hereinbefore provided, the Candidate shall deliver to the Company all Tools and Tackles, Documents and Drawings, Materials and Office Equipments and all other property of the Company in his/her possession or under his/her control.

17. The Candidate hereby agrees to be bound by the Standing Orders as applicable to the Operation / Supervisory Staff of the Company or such other service rules as may be in force from time to time in addition to the terms of this Agreement.

18. The Candidate further agrees that he / she shall not at any time after the completion of training period / termination of this Agreement:

(a) represent himself / herself as being in any way connected with the business of the Company;

(b) use or disclose to any person, firm or company any information concerning the Company's products/business, or of its customer which he/she may have acquired in the course of or incidental to his / her training period/employment hereunder for his / her own benefit or the benefit of others or the detriment of the Company;

(c) either on his / her own account or on account of any other person, firm, company or institution solicit, interfere with or endeavor to take away from the Company any employee/s;

(d) engage himself / herself either directly or indirectly through relatives or in any manner whatsoever in any competing business with the Company or their associates wherever situated, at least for a period of one year;

Should any question or dispute whatsoever arise between the Candidate and the Company touching the agreement or any clause or thing contained herein or construction hereof or any matter in any way connected with the Agreement or rights and obligations of the parties hereto, the same shall be settled by Arbitration as per the Arbitration and Conciliation Act, 1996. Subject to this, only the Courts at Pune shall have exclusive jurisdiction over all matters arising under this Agreement.

IN WITNESS thereof Mr. Mahesh R Sarnaik, Sr. Manager - HR and Administration on behalf of M/s KRANTI INDUSTRIES LIMITED and Mr. Chinmay Mandar Kulkarni, have set their hands on May 26, 2021.

For KRANTI INDUSTRIES LIMITED


Mahesh Sarnaik
Sr. Manager - HR & Administration.



Signed and delivered: KIL Reception.
In the presence of: _____

Signature of Mr. Chinmay M Kulkarni: C.M. Kulkarni.
Local Address: As above.



WORLDWIDE OILFIELD MACHINE

| | |
|------------------------|-----------------|
| Emp Name | SHUBHAM RANDIVE |
| Emp ID | 12695T |
| Date of Joining | 10-Feb-2020 |
| Date of Birth | 25-Jun-1999 |
| Blood Group | AB+ve |

[Handwritten signature]

Issuing Authority

Works: Gat No - 778, At & Post Velu,

121-1201, 1201, 1201 - 912 500

163



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EQUIPMENTS
PVT. LTD.

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(+91) 20 2528 6640 / 41 ✉ admin@nikhilequipments.com 🌐 www.nikhilequipments.com

NKL/PER/040/21-22/G
Aug 02,2021.

To,
Mr. Akash Chandrakant Salunke,
Pune.

Reg.: Offer Letter

Dear Mr. Akash Chandrakant Salunke,

The Management is pleased to offer you the role of "**Draughtsman**" with effect from 01.08.2021 on the following terms & conditions as mentioned below.

On confirmation, your Gross salary will be **Rs.13,000/-** per month as applicable to the employees in the same cadre like you, of the company, which are generally governed by Circular No.10 Dated 01-01-99 and /or other terms & conditions laid down from time to time.

Your employment is on a **probation** basis for the training purpose for a period of Three Months from the date of joining. The company reserves the right to terminate your services at any time during this period without any notice or without any payment in lieu of notice and without assigning any reasons thereto.

Without prejudice to the contrary, your employment in the Company will be confirmed by the Management after completion of the **Probation period**, provided your services and conduct are found satisfactory. The **Probation period** is also liable to be extended at our option without assigning any reasons thereto

After confirmation, your services are liable to be terminated by the Company with One Month's notice or on payment of One Month's Salary in lieu thereof, provided, however, that in the event of any misconduct or any breach of the terms & conditions implied on you, the Company will be at liberty to terminate your services forthwith without giving any notice or Salary/Wages or any payment in lieu thereof. In case you desire to leave the services of the Company, you can do so by giving One Month's notice.

You shall observe utmost secrecy in connection with the matters of the Company and shall not disclose any information to any person, whatsoever relating to the Company; either verbally or in writing or otherwise.



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EQUIPMENTS
PVT. LTD.

(+91) 20 2528 6640 / 41 ✉ admin@nikhilequipments.com 🌐 www.nikhilequipments.com

You name it, we store it!

You will be bound by the verbal, written and standing rules & regulations of the Company in force from time to time including any amendments or variations thereof.

You are required to submit one Identity Card size photograph for our records.

In token of your acceptance of the above terms & conditions, please sign and return to us the duplicate of this letter.

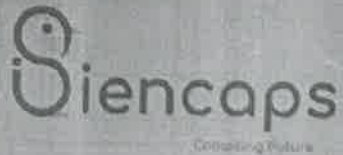
We hope now you will work more vigorously for prosperity of both of us.

In token of your acceptance of the above terms & conditions, please sign and return to us the duplicate of this letter.

You're faithfully,
For NIKHIL EQUIPMENTS PVT.LTD.

Jasmeet Singh,

Accepted: -



Biencaps Systems Pvt. Ltd.
2nd floor, Walhekar Properties
Above HDFC bank, Narhe
Pune-41

Date: 29/03/2021

Dear Atharva,

We're delighted to extend this offer of employment for the position of Graphic Designer with Biencaps Systems Pvt. Ltd.

Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 01-April-2021 or another mutually agreed upon date.

Please find the terms and conditions of your employment below.

1. By joining on 1st-April-2021, you will be serving on a probation period for 1 month, From 1st-April-2021 to 1st-May-2021.
2. Company will offer you a base salary of 10,000/- per month.

We would like to have your response by 30-March-2021, in the meantime, please feel free to contact me, if you have any questions.

We are all looking forward to having you on our team.

Best regards,
Pranod Bansode
C.T.O.

(Atharva Male)



July 27, 2021

HRD/3T/21-22/1001459976

Mr. Shardul Bahegavankar

Candidate ID: 1001459976

Tarangan Residency, Raiker Stop

Dhayari Phata, Pune

Pune- 411041

Pune

India

Ph: (91) 83293 51285

Dear Shardul,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO**EVP and Head Human Resources – Infosys Limited**



CONCOURSE CONSULTANCY SERVICES PRIVATE LIMITED

D-104, 3rd Floor, Udyog Vihar, Phase-V, Gurgaon-122016, Haryana, India
Tel: 0124-4056768 | Email: info@concourse.co.in | Web: www.concourse.co.in
CIN: U74900HR2013PTC081295

Date: 24th Feb 2021

To whom so ever it may concern

M/S. Concourse Consultancy Services Pvt. Ltd. is authorized by Bajaj Allianz general Insurance Company to conduct the individual loss assessment i.e. Local Surveys in Kalamb Taluka of Osmanabad district of Maharashtra under Pradhan Mantri Fasal Bima Yojna during Rabi 2020-21 Season.

Henceforth, we hereby authorize following personal to do Surveys in Osmanabad district on behalf of concourse consultancy services Pvt. Ltd.

| Sr No | Taluka | Name | Mobile No | Designation |
|-------|--------|-------------------|----------------------------|-----------------------|
| 1 | Kalamb | Abhishek A Jadhav | 8788505479 | State- Coordinator |
| 2 | Kalamb | Somnath R Gore | 9630476763 | District Co-ordinator |
| 3 | Kalamb | P P Jadhav | 9420252180 | Field Executive |
| 4 | Kalamb | B S Wakade | 930760590 / 9403188565 | Field Executive |
| 5 | Kalamb | A T Kale | 9146677345 / 9921764741 | Field Executive |
| 6 | Kalamb | A B Bhandare | 9823120478 | Field Executive |
| 7 | Kalamb | G V Jagtap | 8605380008 | Field Executive |
| 8 | Kalamb | S N Parande | 7972664145 | Field Executive |
| 9 | Kalamb | S G Awale | 9822826063 | Field Executive |
| 10 | Kalamb | L U Gadade | 7972707160 | Field Executive |
| 11 | Kalamb | V N Gadade | 8266012180 | Field Executive |
| 12 | Kalamb | S A Hakke | 8409310150 | Field Executive |
| 13 | Kalamb | T V Gadade | 9009544015 | Field Executive |
| 14 | Kalamb | S S Awale | 9027963752 | Field Executive |
| 15 | Kalamb | G D Bhandalkar | 9303760930 | Field Executive |
| 16 | Kalamb | A A Jadhav | 8718505479 | Field Executive |

| | | | | |
|----|--------|-----------------|------------|-----------------|
| 17 | Kalamb | Balaji Bhosale | 7834433685 | Field Executive |
| 18 | Kalamb | Hrutvik Jadhav | 8020939254 | Field Executive |
| 19 | Kalamb | Rushi jadhav | 9721010433 | Field Executive |
| 20 | Kalamb | Shubham Dhokale | 7689312953 | Field Executive |



Authorized Signatory