



4th February 2021

Sub: Offer of employment by Pin Click

Dear **Prashik Vikas Kothawale**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **15th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

December 27, 2021
Aniket Patil
Zeal College of Engineering and Research, Narhe

Dear Aniket Patil,

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

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

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

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

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

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

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

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

**Atos Selects**

2 messages

Koul, Siddarth <siddarth.koul@atos.net>
 To: "placement.dcoer@zealeducation.com" <placement.dcoer@zealeducation.com>

Thu, Oct 21, 2021 at 10:15 AM

Dear Placement team,

PFB list of selects. We will release LOI for all of them soon. Please ensure you block them for Atos.

As maintaining eligibility criteria is important, ensure all candidates maintain the same on DOJ as well..

Name Of the Candidate	Email	Mobile No.	U.G. Institute 1	U.G. Spec 1
Akshay Neurgaonkar	akshayneurgaonkar@gmail.com	9.17067E+11	Zeal College of Engineering and Research	Computer Science
Aman Abhay Keskar	amankeskar10@gmail.com	8237801086	Zeal College of Engineering and Research	Computer Science
Ameya Arun Pawar	ameyapawar30@gmail.com	9890942299	Zeal College of Engineering and Research	Electrical
Diptesh Rajendra Thakare	diptesh1201@gmail.com	9623397584	Zeal College of Engineering and Research	Computer Science
Karishma Yuvraj Patil	karishmapatil1040@gmail.com	9112949669	Zeal College of Engineering and Research	Electrical
Mansi Rahul Shah	shahamansi49@gmail.com	7028902070	Zeal College of Engineering and Research	Information Technology
Mohoddin Sabab Kazi	mohoddinskazi@gmail.com	8308517331	Zeal College of Engineering and Research	Electrical
Nakshatra Umesh Garad	nakshatragarad309@gmail.com	8378833771	Zeal College of Engineering and Research	Computer Science
Omkar Chandrakant Bartakke	omkarbartakke.16@gmail.com	8669773792	Zeal College of Engineering and Research	Information Technology
Pooja Chandrakant Pore	poojapore09@gmail.com	9689547880	Zeal College of Engineering and Research	Computer Science
Pooja Sanjay Hake	poojahake2401@gmail.com	9359029477	Zeal College of Engineering and Research	Computer Science
Prafulla Pitambar Patil	Prafullapatil87@gmail.com	9158541351	Zeal College of Engineering and Research	Information Technology
Pragati Baban Devkar	devkarpragati8@gmail.com	7758012918	Zeal College of Engineering and Research	Information Technology
Pranjal Kiran Sagar	pranjalsagar09@gmail.com	9.19285E+11	Zeal College of Engineering and Research	Computer Science
Pratiksha Prakash Patil	pratikshapatil1530@gmail.com	9922835340	Zeal College of Engineering and Research	Electrical
Pratiksha Vilas Chavan	pratikshac1618@gmail.com	8847797316	Zeal College of Engineering and Research	Computer Science
Priyanka Sakhare	priyankasakhare432@gmail.com	7887951536	Zeal College of Engineering and Research	Computer Science
Rishikesh Yashwant Sawant	rishikeshsawantnr10@gmail.com	8788717851	Zeal College of Engineering and Research	Computer Science
Rutuja Nigade	rutunigade121@gmail.com	9021926190	Zeal College of Engineering and Research	Computer Science
sakshi sagar ghodke	ghodkesakshi880@gmail.com	9922815668	Zeal College of Engineering and Research	Electronics and Communication
Sharvari Khatavkar	sharvarik205@hotmail.com	9766183126	Zeal College of Engineering and Research	Electronics and Communication
Shreya Nandkishor Tekade	shreyatekade29@gmail.com	9561774792	Zeal College of Engineering and Research	Information Technology
Shubham Raju Patil	srp090599@gmail.com	8788841341	Zeal College of Engineering and Research	Computer Science
SHWETA GHATGE	ghatgeshweta29@gmail.com	7744041133	Zeal College of Engineering and Research	Information Technology
Tejas Inamdar	tejaspinamdar273@gmail.com	9359524892	Zeal College of Engineering and Research	Computer Science

HRD/3T/1003339956/22-23

Mr. Rahul Nimbore
Flat No-304,
Arya Residency Narhe,
Pune city-411041
India

Ph: +91-7719936733

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

Certification signature by Richard Lobo
"richard_lobo@infosys.com" - Validity Unknown
Digitally signed by Richard Lobo
Date: 2022.06.24 22:24:21 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



Roshni Bidri <roshni.bidri@zealeducation.com>

FW: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Tanmay Urane <urane358@gmail.com>
To: roshni.bidri@zealeducation.com

Mon, Jul 18, 2022 at 5:27 PM

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

From: **Tanmay Urane** <urane358@gmail.com>
Date: Wed, Mar 23, 2022, 12:22 PM
Subject: Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: <vivek.bavdhane@zealeducation.com>

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, Mar 22, 2022, 11:52 AM
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the Interview round to receive a final Job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,



APPOINTMENT LETTER

January 21, 2022

Dear Aniket Bade,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58-years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:



APPOINTMENT LETTER

April 22, 2022

Dear Sujit Kadam,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

365
65



26th February 2022

Sub: Offer of employment by Pin Click

Dear **Kedar Shedge**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **28th February 2022**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Viraj Barge <placement.dcoer@zealeducation.com>

Regarding list of Zeal COE&R, Pune students selected in Wipro

41 to 54

Shemona Rawat (Human Resources) <shemona.rawat@wipro.com>
 To: Viraj Barge <placement.dcoer@zealeducation.com>
 Cc: "Anurag Kirti (Human Resources)" <anurag.kirti@wipro.com>

Mon, May 9, 2022 at 4:27 PM

Hi Viraj,

Please find below candidate's details who have accepted the offer and who are yet to accept the offer

Kindly ask candidates who are yet to accept offer to accept the offer if any.

Phase	Superset ID	College Name	Candidate Name	Gender	Offer Accepted Status
✓ Phase 1	1216644	Zeal College of Engineering and Research, Narhe	Shubham Ashruba Jogdand	MALE	Offer Accepted
Phase 1	1213957	Zeal College of Engineering and Research, Narhe	Kaustubh Sudarshan Pawar	MALE	Offer Accepted
Phase 1	1216967	Zeal College of Engineering and Research, Narhe	Mayur Narendra Sapkale	MALE	Offer Accepted
Phase 1	1217255	Zeal College of Engineering and Research, Narhe	Suyash Vijay Kardile	MALE	Offer Accepted
Phase 1	1217257	Zeal College of Engineering and Research, Narhe	Omkar Ramchandra Ghorpade	MALE	Offer Accepted
✓ Phase 1	1213512	Zeal College of Engineering and Research, Narhe	Pooja Eknath Awate	FEMALE	Offer Accepted
✓ Phase 1	1214644	Zeal College of Engineering and Research, Narhe	Akanksha Balasaheb Walse	FEMALE	Offer Accepted
Phase 1	1214524	Zeal College of Engineering and Research, Narhe	Vaishnavi Atul Ahirrao	FEMALE	Offer Declined
Phase 1	1216991	Zeal College of Engineering and Research, Narhe	Akshay Jitendra Neurgaonkar	MALE	Offer Accepted
Phase 1	1216965	Zeal College of Engineering and Research, Narhe	Rahil Nisar Qureshi	MALE	Offer Accepted
Phase 1	1216689	Zeal College of Engineering and Research, Narhe	viraj shivaji shedge	MALE	Offer Accepted
Phase 1	1215799	Zeal College of Engineering and Research, Narhe	Tushar Mohan Salunke	MALE	Offer Accepted
Phase 1	1213037	Zeal College of Engineering and Research, Narhe	Ketan Atmaram Sutar	MALE	Offer Accepted
Phase 1	1213295	Zeal College of Engineering and Research, Narhe	Rutuja Nandkumar Gadhave	FEMALE	Offer Accepted
Phase 1	1216784	Zeal College of Engineering and Research, Narhe	sandesh subhash bhorade	MALE	Offer Accepted
Phase 1	1426916	Zeal College of Engineering and Research, Narhe	Aditya Sanjay Inamdar	MALE	Offer Accepted
✓ Phase 1	1255767	Zeal College of Engineering and Research, Narhe	Harish Manohar Mali	MALE	Offer Accepted
Phase 1	1214530	Zeal College of Engineering and Research, Narhe	Dhanashri Sanjay Mane	FEMALE	Offer Accepted
Phase 1	1216429	Zeal College of Engineering and Research, Narhe	Sakshi Sunil Deshmukh	FEMALE	Offer Accepted
Phase 1	1215734	Zeal College of Engineering and Research, Narhe	Diptesh Rajendra Thakare	MALE	Offer Accepted
Phase 1	1216372	Zeal College of Engineering and Research, Narhe	Shubham Rohidas Hundare	MALE	Offer Accepted
Phase 1	1214372	Zeal College of Engineering and Research, Narhe	Rutuja Vikas Nigade	FEMALE	Offer Accepted
Phase 1	1213225	Zeal College of Engineering and Research, Narhe	Piyush Ajay Wani	MALE	Offer Accepted

Phase 1	1216650	Zeal College of Engineering and Research, Narhe	Ritu Anil Tapse	FEMALE	Offer Accepted
Phase 1	1213137	Zeal College of Engineering and Research, Narhe	Aniket Sanjay Bade	MALE	Offer Accepted
Phase 1	688915	Zeal College of Engineering and Research, Narhe	Vinisha Govind Gomare	FEMALE	Offer Accepted
Phase 1	1215629	Zeal College of Engineering and Research, Narhe	Anant Manik Khot	MALE	Offer Accepted
Phase 1	1216740	Zeal College of Engineering and Research, Narhe	Ankita Ashok Dhamale	FEMALE	Offer Accepted
Phase 1	1213858	Zeal College of Engineering and Research, Narhe	shweta satish shedage	FEMALE	Offer Accepted
Phase 1	1217043	Zeal College of Engineering and Research, Narhe	Yadnyesh Dnyandeo Patil	MALE	Offer Not Accepted
Phase 1	1214391	Zeal College of Engineering and Research, Narhe	Tejas Prashant Inamdar	MALE	Offer Not Accepted
Phase 1	1217174	Zeal College of Engineering and Research, Narhe	Rohit Rajendra Ghorpade	MALE	Offer Not Accepted
Phase 1	1215764	Zeal College of Engineering and Research, Narhe	Tanoj Sanjay Handal	MALE	Offer Accepted
Phase 1	1215733	Zeal College of Engineering and Research, Narhe	Aditya Ravindra Bhamre	MALE	Offer Accepted
Phase 1	1214987	Zeal College of Engineering and Research, Narhe	Harshvardhan Parshuram Shingade	MALE	Offer Accepted
Phase 1	1214698	Zeal College of Engineering and Research, Narhe	sushil sudhakar Nagre	MALE	Offer Accepted
Phase 1	1216879	Zeal College of Engineering and Research, Narhe	Anupriya Vijay Dongare	FEMALE	Offer Accepted
Phase 1	1214960	Zeal College of Engineering and Research, Narhe	Shivam Babasaheb Mohite	MALE	Offer Accepted
Phase 1	1216428	Zeal College of Engineering and Research, Narhe	Sanyami Mahesh Naik	FEMALE	Offer Accepted
Phase 1	1216489	Zeal College of Engineering and Research, Narhe	Rudra Prashant Tambe	FEMALE	Offer Accepted
Phase 1	1214118	Zeal College of Engineering and Research, Narhe	Jinendra Rajesh Kulkarni	MALE	Offer Accepted
Phase 1	1216474	Zeal College of Engineering and Research, Narhe	Ritesh Manik Pise	MALE	Offer Accepted
Phase 1	1320925	Zeal College of Engineering and Research, Narhe	ANKUR ASHOK RAUT	MALE	Offer Accepted
Phase 1	1215454	Zeal College of Engineering and Research, Narhe	Shreya Nandkishor Tekade	FEMALE	Offer Accepted
Phase 1	1215536	Zeal College of Engineering and Research, Narhe	MUKESH GOPICHAND KAMBLE	MALE	Offer Accepted
Phase 1	1216938	Zeal College of Engineering and Research, Narhe	Abhiraj Avinash Bandal	MALE	Offer Accepted
Phase 1	1216940	Zeal College of Engineering and Research, Narhe	Samarth Sunil Shelke	MALE	Offer Accepted
Phase 1	1217218	Zeal College of Engineering and Research, Narhe	Akshay Dhananjay Margale	MALE	Offer Not Accepted
Phase 2	1215864	Zeal College of Engineering and Research, Narhe	Ojas Rajat Pawar	MALE	Offer Not Accepted
Phase 2	1216490	Zeal College of Engineering and Research, Narhe	Chaitanya Anil Sarode	MALE	Offer Not Accepted
Phase 2	1217736	Zeal College of Engineering and Research, Narhe	Mansi Rahul Shah	FEMALE	Offer Not Accepted
Phase 2	1217389	Zeal College of Engineering and Research, Narhe	Pavankumar Gopal Khaladkar	MALE	Offer Accepted
Phase 2	1216487	Zeal College of Engineering and Research, Narhe	Diksha Ramesh Chavan	FEMALE	Offer Not Accepted
Phase 2	1319475	Zeal College of Engineering and Research, Narhe	Vivekanand Rajendra Gaikwad	MALE	Offer Accepted
Phase 2	1276096	Zeal College of Engineering and Research, Narhe	Rajkumar Babasaheb Suryawanshi	MALE	Offer Not Accepted
Phase 2	1215333	Zeal College of Engineering and Research, Narhe	Suyog Sachin Bhise	MALE	Offer Accepted

Phase 2	1213951	Zeal College of Engineering and Research, Narhe	Rutuja Pandurang Sapkal	FEMALE	Offer Not Accepted
Phase 2	1438890	Zeal College of Engineering and Research, Narhe	SAKSHI SANJAY BANKAR	FEMALE	Offer Not Accepted
Phase 2	1216457	Zeal College of Engineering and Research, Narhe	Manthan Rajesh Pawar	MALE	Offer Accepted
Phase 2	1216002	Zeal College of Engineering and Research, Narhe	Shoaib Sayyad	MALE	Offer Not Accepted
Phase 2	1250724	Zeal College of Engineering and Research, Narhe	Srushti Shankar mhetre	FEMALE	Offer Accepted
Phase 2	1216248	Zeal College of Engineering and Research, Narhe	sagar sarjerao jadhav	MALE	Offer Accepted
Phase 2	1215209	Zeal College of Engineering and Research, Narhe	Sujit Hanumant Kadam	MALE	Offer Not Accepted



Shemona Rawat
 Location Campus Lead
 Email ID: Shemona.rawat@wipro.com
 Wipro Limited

Internal to Wipro

From: Viraj Barge <placement.dcoer@zealeducation.com>
Sent: Monday, May 9, 2022 4:25 PM
To: Shemona Rawat (Human Resources) <shemona.rawat@wipro.com>
Cc: Anurag Kirti (Human Resources) <anurag.kirti@wipro.com>
Subject: Re: Regarding list of Zeal COE&R, Pune students selected in Wipro

CAUTION: This email is received from an external domain. Open the hyperlink(s) & attachment(s) with caution.

Respected Ma'am,

wrt our discussion, you are requested to share the list of Zeal College of Engineering & Research students those who are selected through the Elite NTH FY'22 in phase I & II.

Thanking You,

On Mon, May 2, 2022 at 12:07 PM Viraj Barge <placement.dcoer@zealeducation.com> wrote:

Respected Ma'am,

wrt our discussion, you are requested to share the list of Zeal College of Engineering & Research students those who are selected through the Elite NTH FY'22 in phase I & II.

Thanking You,

Achievements:

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



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

Superset ID: 1212905

Letter of Intent ("LOI")

Dear Vaibhav Tonde,

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

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

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

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

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

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

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



Letter of Intent

**January 14, 2022
Govind Darade
Zeal College of Engineering and Research, Narhe**

Dear Govind Darade,

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

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

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

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

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

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

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Govind Balaji Darade
Govind



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



Letter of Intent

January 14, 2022
 Karankumar Khandelwal
 Zeal College of Engineering and Research, Narhe

Dear Karankumar Khandelwal,

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

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

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

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

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

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

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
 Vice President, Recruitment-India & APAC

Karan.K



HEXAWARE TECHNOLOGIES LTD.

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



HCL || Final Confirmation

Inbox



Madhumita Murali 18 Apr
to me ▾



Hello Rupnar Smita Sarjerao,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

Please Note:



164, Deshmukh Lane,
Ahmednagar,
Maharashtra - 414001
India.

404, Metropolis, High Street,
Baner, Pune,
Maharashtra - 411045
India

Mr. Aniket Taware,
Flat No. 14, Parth Sawali Apt,
Vitthal Nagar, Ruipati,
Baramati, Maharashtra- 413 133
India

Date -7th February 2022

Job Offer Letter

We are pleased to confirm employment offer to you for a *regular full-time* position with *CE-N Digital Pvt. Ltd.* as a *Graduate Engineering Trainee (GET)*, effective from *7th February 2022*. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

Details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both *CE-N Digital Pvt. Ltd.* and yourself with respect to your employment conditions, and is governed by the laws of the Maharashtra and India. It details the terms and conditions of your employment with *CE-N Digital Pvt. Ltd.*, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initiating each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Aniket Taware, we look forward to welcoming you to the *CE-N Digital Pvt. Ltd.* team and wish you a successful and rewarding career with us.

Sincerely,
CE-N Digital Pvt. Ltd.

I, **Aniket Taware**, acknowledge that I have read, understood and accept this offer and the terms and condition contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

Handy Nr. : +49 (0) 178 538 2724 (Germany)
: +91 880 6666 310 (India)

onkar.kalwade@ce-n.com
www.ce-n.digital

GST No. : 27AALCP2329K1Z3
Account No.: 50200052765980
HDFC BANK
IFSC: HDFC0000181

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

June 04, 2022

Kiran Audumbar Shinde

Zeal Education Society's Dhyanganga College Of Engineering And Research

Dear Kiran,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.

Please note that this Intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** In Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

You will . Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



Infosys Campus Recruitment Program: Congratulations, you have a job offer



Inbox



Infosys Freshers... 4/7/2022
to Infosys



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

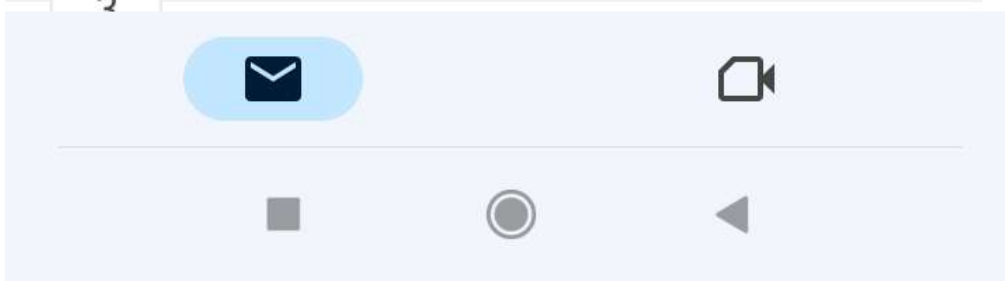
Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys



**BRIDGESTONE INDIA PRIVATE LIMITED**

Regd. Office, H.O. & Factory:

Plot No. A43, Phase-II, MIDC Chakan,

Village Sawardari, Taluka Khed, Dist. Pune,

Maharashtra – 410501, India

CIN: U25111PN1996PTC147267

Phone: (91 -2135) 672 000

Fax: (91 -2135) 671 999

Website: www.bridgestone.co.in

Oct 31, 2022

Mr. Chikte Atharva Rupendra
Flat No. 14, Sukhsagar Apartment,
Kopargaon, Ahmadnagar,
Maharashtra, 423601

OFFER LETTER

Dear Atharva,

With reference to the interview you had with us, we are pleased to offer you the position of **Purchase Executive, Band B02 and Sub Level P1 in Procurement Department** in our organization. Your place of posting shall be at **Head Office**. Your Annual CTC will be **₹ 399,996/-**. The detailed remuneration structure is enclosed for your reference.

You are requested to report at Bridgestone India Private Limited, 10th floor, Amar Sadanand Tech Park, Opposite west side Showroom, Veerbhadra Nagar, Baner, Pune 411045, on any working day on or before **Nov 07, 2022**. Our detailed letter of appointment will be delivered to you on your reporting for duty.

The offer is subject to background verification coming out to be positive & candidate found to be medically fit.

To indicate your acceptance of this offer and employment with Bridgestone India Private Limited, you are requested to send your acceptance of this offer.

For Bridgestone India Private Limited,

APURVA
CHOUBEY
Digitally signed by
APURVA CHOUBEY
Date: 2022.10.31
11:38:30 +05'30'
Apurv Choubey
Chief Human Resources Officer

Received & Accepted
Signature

REMUNERATION DETAILS
of
Mr. Chikte Atharva Rupendra
Purchase Executive

Salary Components	Monthly Amount (INR)	Annual Amount (INR)
A. Monthly Base Salary in INR		
Basic Salary	13,340	160,080
*Flexi-Kitty	14,917	179,004
Total-A	28,257	339,084
B. Retirals		
Provident Fund (12% of Basic)	1,601	19,212
Gratuity (4.81% of Basic)	642	7,704
Total-B	2,243	26,916
C. Total (Base Salary + Retirals)	30,500	366,000
D. *Annual Incentive Plan (AIP) % of (A-Base Salary)	2,833	33,996
CTC (Total C+D)	33,333	399,996

*Payable as per the prevailing company policies.

*AIP will be paid annually based on the Company and Individual Performance. It would vary from 0% to 300% as per the prevailing company policy governing the same.

APURVA
CHOUBEY
Apurv Choubey
Chief Human Resource Officer

Digitally signed by
APURVA CHOUBEY
Date: 2022.10.31 11:39:27
+05'30'

Received & Accepted
Signature



Compensation Offer|| Hanuman Disle || Pune (Revised)

4 messages

Shrivastav, Radhika (MSWIL) <Radhika.Shrivastav@mswil.motherson.com>

Sat, 27 Aug, 2022 at 5:21 pm

To: hanumandisle@gmail.com <hanumandisle@gmail.com>

Cc: Chaturvedi, Surbhi (MSSL) <Surbhi.Chaturvedi@motherson.com>, Sharma, Manish (MSWIL) <Manish.Sharma@mswil.motherson.com>

Dear Mr. Hanuman Disle,

Greetings of the day!!

Hope all is well at your end.

This is in reference to the discussions you had with us, in continuance to that below is provided the compensation offer for your consideration.

Kindly go through the same & share your acceptance to proceed.

Salary Break-up		
Name	Mr. Hanuman Disle	
Designation	Graduate Engineer Trainee	
Company	Motherson Sumi Systems Ltd.	
Division	PDC	
Joining Location	Marunje - Pune	
Working Location	Same as above	
Particular	Amount (INR Per Month)	Payable
Stipend	15,000	Monthly
Advance Bonus @ 11.67% of Basic	1,750	Monthly
*Bonus @ 8.33% of Basic	1,250	Annually
Special Allowance	2000	Monthly
CTC (Cost To Company)	20,000	
8.33% Bonus is paid annually		

· Mediclaim / GPA / Uniform Subsidy / Canteen Subsidy are not included in the CTC

You also need to undergo Pre-recruitment medical test at hospitals on company's panel. You are scheduled for health check at Welleazy Healthtech Solutions Pvt Ltd. at the nearby center convenient for you.

Please note: Joining is subjected to the declaration of Medical fitness for employment.

Do let us know in case of any query please.

Best Regards,

Radhika

Human Resource Management

Motherson Sumi Systems Ltd.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus/trojan/worms/malicious code transmitted by this email. www.motherson.com

hanuman disle <hanumandisle@gmail.com>

Sat, 27 Aug, 2022 at 9:27 pm

To: Shrivastav, Radhika (MSWIL) <Radhika.Shrivastav@mswil.motherson.com>

Cc: Chaturvedi, Surbhi (MSSL) <Surbhi.Chaturvedi@motherson.com>, Sharma, Manish (MSWIL) <Manish.Sharma@mswil.motherson.com>

I accept the offer.

[Quoted text hidden]

hanuman disle <hanumandisle@gmail.com>

Sun, 28 Aug, 2022 at 5:34 pm

To: vishallambude1998@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, 28 Aug, 2022 at 5:34 pm

To: hanumandisle@gmail.com



Address not found

Your message wasn't delivered to **vishallambude1998@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q130-20020a632a88000000b0042b7fc8574asor2423302pgq.26 - gsmtip

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

From: hanuman disle <hanumandisle@gmail.com>

To: vishallambude1998@gmail.com

Cc:

Bcc:

Date: Sun, 28 Aug 2022 17:34:30 +0530

Subject: Fwd: Compensation Offer|| Hanuman Disle || Pune (Revised)

----- Message truncated -----

Date 10.09.2022**Letter of Offer****Dear Mr. Laxman Purushottam Thomse****Congratulations!!**

We are pleased to offer you an Employment with M/s Zoomlion India Private Limited based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Trainee Engineer Sales - Mumbai, West Region.**
2. Your date of commencement of employment will be on or before September 14th 2022.
3. You will be entitled to receive compensation and benefits (Total CTC Pay of Rs. **306081** /- PA) As per the enclosed Annexure.
4. CTC PA includes Variable Pay Performance Based on pro rate basis INR **21100**/- Yearly
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be on probation for a period of Six months from the date of joining.
7. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
 - b) Original Academic Certificates (all from 10th to Highest)
 - c) Original Resignation Letter with acknowledgement
 - d) Relieving letter from previous employer (Original)
 - e) Proof of compensation last drawn (3 Months - Original)
 - f) Six passport size photographs (Recent)
 - g) Bank Statement (six months)

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours Truly,**For Zoomlion India Pvt. Ltd****Authorized Signatory**

Name	Laxman Purushottam Thomse
D.O.J	14.09.22
Grade	C
Designation	Trainee Engineer Sales - Mumbai, West Region
Basic	10550
HRA	5275
Attendance allow.	3000
Productivity incentive	625
Education Allowance	400
Canteen Allowance	1250
Monthly Gross	21100
PF Er	1266
ESIC Er	0
Monthly CTC	22366
Yearly CTC	268392
Variable Pay based on Performance Per Year	21100
CTC Total	289492
ESIC Ee	0
PF Ee	1266
PT	200
Net Salary	19634
Gratuity	6089
GMA *	7500
GPA **	3000
Grand CTC	306081

Note:

Payment of performance pay-out will be made after appropriating the amount of Statutory bonus, if any, payable to you under the payments of Bonus act, 1965 as amended by govt. time to time.

Your CTC Per Year will be adjusted if any statutory changes made by Government.

* and ** depends on the no. of employees and cost incurred by the company for the benefit. This CTC is Confidential, do not disclose to anyone.



HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: August 26, 2022

**Dear Rupnar smita Sarjerao,
Amrapur, Amarapur
Sangli, Maharashtra, Sangli,
Maharashtra, India, 415305**

Dear **Rupnar smita Sarjerao,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as “HCL” or “Company”)**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 30, 2022** at 9:00 A.M at the following address **Pune-Geometric-RajivGandhi Infotech Park**.Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

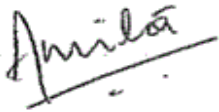
At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.



Amrita Das
Senior Vice President
Head-Global Rewards

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At **HCL Technologies Ltd.**, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

Your place of work will be located at **Pune(A008)**

2. Medical Check up

Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective, discriminatory or unethical actions.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 58 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

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

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official’s (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer’s active address. 	
Things to Remember	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP). Any Gap in Employment or Education must be informed explicitly to the recruiter. 	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining / induction day (Hard Copies)		
S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1

5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

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The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. Pay-out against this component will be governed by the EPB policy (as amended from time to time) that is applicable to your employee group

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

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- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

**Permanent Address: Amrapur, Amarapur
Sangli, Maharastra, Sangli,
Maharashtra, India, 415305
Email ID: smitarupnar9999@gmail.com
Telephone Number: 7972099185**

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the

Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are protectable by copyright are "works made for hire", as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company's actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. Returning Company Documents: I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. Notification to New Employer: If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. Non-Solicitation: For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. Non-Competition: During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the
- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

6. General Provisions Regarding Covenants

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

7. Protection of Systems & Environment: I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. Remedies: By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.

9. Representations: I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.

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10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Rupnar smita Sarjerao

August 26, 2022

MicroVerse

automation pvt. ltd.

CIN U31200MH1989PTC051669

Ref. No: - MAPL/HR/22/2021-22

Date 05/02/2022

To,
Mr. Rushikesh Rajendra Chavan
Kupwad MIDC, Dattanagar,
Sangli - 416436.
Mobile No.: 9421135538
Email:rushikesh8509@gmail.com

Dear Mr. Rushikesh,

Subject: Offer of Employment.

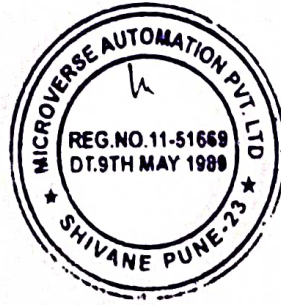
With reference to your application and the subsequent interview on 03rd February, 2022, we are pleased to inform you that you have been selected for the post of 'Trainee Engineer – Projects' in our organization with a fixed CTC of Rs. 18,759/- p.m. for the first one year, and revision in salary depending on performance appraisal for the second year, on service contract for a period of 24 months.

The formalities of issuing an appointment letter along with the terms and conditions of employment and submission of security cheque of Rs.1.0 lakh will be completed on your joining. Your date of joining will be 7th February, 2022.

We take this opportunity to welcome you to our organization and hope your association with us will prove to be of mutual benefit.

For Microverse Automation Pvt. Ltd.


Neelima Mehendale
Director Operations



EMPLOYMENT CONTRACT AGREEMENT

1. E-Transit Systems

AND

2. Rushikesh Shivatare

Dated: 1st August, 2022

This Employment Agreement is made on 1st August, 2022.

Between:

- (1) **E-TRANSIT SYSTEMS** is a company incorporated under the laws of India and whose registered office is situated at Beside COEP Boat Club, College of Engineering, Shivajinagar, Pune, Maharashtra 411005, India (the "**Company**"); and
- (2) **Mr. Rushikesh Ashok Shivatare.**
- (3) son/daughter of Ashok Shivtare, aged 52 years, Indian inhabitant, residing at Flat No 03, Sadguru Heights, Serve No 54/8/1B, Narhe, Pune - 411041 India ("**Employee**")/
"You"/"Your" / "Yourself")

The Company and the Employee shall hereinafter jointly be referred to as the "**Parties**" and severally as the "**Party**".

It is agreed as follows:

Rushikesh

Definitions and interpretation

- 1.1 In this Agreement, unless the context otherwise requires:
- i. **"Agreement"** means this Employment Agreement (including any Schedule or Annexure to it).
 - ii. **"Appointment Date"** shall mean 1st August, 2022.
 - iii. **"Confidential Information"** means and includes information which is confidential and proprietary to the Company, which may be (without limitation) either in graphic, written, electronic or machine readable form on any media or orally communicated, whether or not protectable as a trade secret, which provides an advantage to a competitor or which a party wishes to designate as confidential for a valid business reason or, without prejudice to the generality of the foregoing, which concerns the business, finance or organization of the Company or any Group Company, their suppliers or customers and/or certain third parties with which the Company and/or its Group Companies have relationships which shall have come to the Employee's knowledge during the course of employment, including without limitation: information relating to trade secrets, research and developments, intellectual property, software (object or source codes), merchandising techniques, formulae, compositions, systems, inventions, market survey information, designs, formats, reports, specifications, samples, rates, pricing terms, customers and details of their particular business and requirements, costing, profit margins, discounts, rebates and other financial information, marketing and selling strategies and tactics, current activities and current and future plans relating to all or any of development or sales including the timing of all or any such matters, the development of new products, or technical design or specifications of the products of the Company or any Group Companies or any information relating to other employees of the Company or the identity of key contacts within the customer's organization, or any information not in the public domain pertaining to the business or affairs of the Company and/or Group Companies which is reasonably expected to be maintained confidentially.
 - iv. **"Duties"** means the Employee's duties as referred to in clause 3.
 - v. **"Group Companies"** or **"Group"** means the Company and:
 - (a) Any company which directly or indirectly controls the Company; or
 - (b) Any company which is directly or indirectly controlled by the Company; or
 - (c) Any company which is under the common control of the same person who controls the Company.

For the purpose of this definition:

- (i) 'control' means in relation to a company, the ownership by any person of more than 50% of the voting rights of that company; and



- (ii) 'person' means any person, firm, company, corporation, society, trust, government, state or agency of a state or any association or partnership (whether or not having separate legal personality) or two or more of the above, including its successors and permitted assignments.

2.

Term

- 2.1 The Employee shall report to **Laxman Bagal** or any other person appointed by the Company from time to time.

Subject to the other provisions of this Agreement, the term of this Agreement shall commence from the Appointment Date and shall continue until terminated by either Party in accordance with Clause 11 of this Agreement (“**Term**”).

The Employee’s employment with the Company shall be in accordance with the terms and conditions set for the under this Agreement and in accordance with the Company Policies.

The employment will be subject to a probationary period of **Three Months**. If the Employee’s performance is satisfactory to the Company during this period, the Company shall confirm the appointment in writing. It is hereby clarified that your appointment will not deem to be confirmed unless you receive a confirmation in writing. The Company may at its sole discretion, extend the probationary period as it may consider appropriate.

Duties and Responsibilities

- 2.2 The Employee shall carry out such duties as attached to the Employee’s office and any other duties which may be assigned to the Employee from time to time. The Employee agrees that depending on business needs and from time to time, the Company may, at its sole discretion, change the Employee’s designation and responsibilities. The Employee agrees to serve such assigned capacities, consistent with the Employee’s position in the Company, and as required by the Company.

- 2.3 During the course of employment, the Employee shall: -

adhere to all corporate policies, procedures, guidelines and other such items applicable to the Employee’s employment; be aware that a violation of any policies, procedures and guidelines by the Employee could lead to disciplinary actions, including termination of employment; use all the knowledge, skill and experience that the Employee possesses, to the best satisfaction of the Company and obey and comply with all lawful orders and directions given to the Employee by the Company or by any person duly authorized in that behalf and faithfully obey all such rules, regulations and arrangements; give and devote the whole of the Employee’s time exclusively to [his/her] duties with the Company; whilst serving the Company, the Employee shall not engage [himself/ herself] directly or indirectly, with or without remuneration, in any business or activity considered by the Company to be contrary



to or inconsistent with the Employee's work obligations or prejudicial to the Company's interest, without the prior written consent of the Company. Not directly or indirectly take up any gainful employment or service on behalf of/with third parties and not engage in any business on the Employee's own account without the prior written permission of the Company. Not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. Not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company. Not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person. conduct [himself/herself] with decorum and efficiently and honestly discharge and perform all duties and functions related to [his/her] employment and perform such other duties as may be required to perform from time to time by the Company; inform the Company at once of any act of dishonesty and/or any action prejudicial to the interest of the Company, by any person, which may come to the Employee's knowledge.

Disclose in writing to the Company all of Employee's business interests, if any, whether or not they are similar to or in conflict with the business or activities of the Company and all circumstances, in respect of which there is or there might in the future be a conflict of interest between the Company and Employee or any of Employee's immediate relatives.

- (J) Any other duties relating to the designation and the necessity of nature of business of The Company and its clients.

Hours of work

The Employee shall work during such working hours as intimated by the Company from time to time. The Employee may be required to work in shifts which may be scheduled across any 24 hours of the day, on any 7 days of the week and on any of the 365 days of a year, subject to applicable laws. The shift timings are subject to change as notified by the Company from time to time.

1. Employees should report to the office by 9.15 am, failing to do so will cause a penalty of three times the payment they get by that particular "late" reported time.

2. Employees taking leave without prior notice to higher authority will be penalized by 2000 INR. This amount might change as per the monthly payment they get.

Up to 10000 = 1000 INR

Up to 20000 = 2000 INR

Up to 30000 = 3000 INR.





Please note prior notice to be given to higher authority must be at least a couple days in between the notice and the leave.

3. Over-time to be calculated with 1.5 times.

4. People doing Over-time are exempted from rule no. 1 for the very next day. He can come as late as he was working on the previous day.

In this particular scenario he must inform his In-time to the higher authority by 10.30am.

5. Any medical leave/emergency must be entitled with a medical certificate that should be issued by the assigned company doctor. Failing to do so will be called invasion of Rule no. 2.

6. Employees who travel out of hometown for work should know that travelling time involved will be calculated 0.5 times of hours travelled.

7. Petty cash given to those who travel out of Home-town are requested to share the expenditure sheets with valid bills. Failing to do so will be marked as a petty cash remainder. Employees will be requested to return the amount to the higher authority.

8. Work completion reports play a vital role in our organization, filling those is mandatory. If anyone fails to do so they will be given warnings. More than 3 warnings in a quarter qualifies for a penalty. Wages will be reduced to 0.5 times of that particular day.

9. Your Google location gives the organization a clear idea about where you are at this particular moment, since we are a service based company, we need to know your exact location. Employees are requested to keep the Google location sharing on for the period of work, failing to do so will result in warnings. More than 3 warnings in a quarter will result in the penalty. 0.5 time's daily wages will be reduced for that particular day.

Place of Work

The Employee's normal place of work shall be at the premises of Pune India, however the Company may from time to time require the Employee to change [his/her] normal place of work to such other place as it may decide.

Handwritten signature

The Employee may from time to time be required to work at or from any other department, office, branch or location of the Company, any Group Companies or any customer or potential customer of the Company, as the need arises.

When required to travel to other locations, whether within or outside the Employee's normal place/country of work, the Employee will be required to do so via the most efficient means as identified by the Company in accordance with the Company's Policies, as applicable from time to time.

For the proper discharge of the Employee's Duties, the Employee may be required to travel to, or work from other national or international locations of the Company or the Group Companies or any third parties. In such circumstances of transfer/secondment or deputation, the remuneration payable to the Employee shall be fixed in accordance with the Company Policies, as applicable from time to time.

Salary

The Company shall pay the Employee salary and other benefits as mentioned in **Annexure 1**, the salary payable to the Employee pursuant to Clause 6.1 shall be deemed to accrue from day to day and shall be paid in arrears in twelve equal monthly instalments subject to necessary deductions mentioned in Clause 6.3 below. The salary set out in **Annexure 1** is subject to review in accordance with the Company's practice and policies from time to time, however there shall be no obligation on the Company to increase such salary at any point of time save and except at its sole discretion or subject to revision of wages by the government as the case may be. The salary and other benefits paid/provided to the Employee hereunder shall be subject to the usual statutory and other deductions, including central, state and local taxes and social security contributions normally required to be withheld by an employer in India. On submission of appropriate documentation, the Employee will be repaid all reasonable expenses incurred by the Employee in the performance of his/her Duties in accordance with the Company Policies, as applicable from time to time. The Company reserves the right to correct any adverse expense balance by making necessary deductions from any amounts due to the Employee by the Company. The Company shall communicate all revisions to the Employee's salary and benefits mentioned in **Annexure 1**, in writing.

Performance Bonus

The Company may in its sole discretion award You a bonus of such amount as the Company may deem fit and subject to such conditions (including, but not limited to, conditions for and timing of payment) as the Company may in its absolute discretion determine from time to time.

In order to be eligible for any bonus under the Company's employee benefit policies, you will have to be on active rolls of the Company at the time of disbursement of such payments, failing which you shall not be eligible for the same.

The Company reserves the right to award a nil bonus. Any bonus awarded to you shall be purely discretionary and it shall not form part of your contractual remuneration under this Agreement, except for tax purposes. The making of an award shall not oblige the Company



to make any subsequent bonus awards, unless otherwise decided by the Company and agreed with you.

- 7.8 However the Payment of Bonus Act shall be applied as the case be and the further payment of Bonus shall be paid as applicable as per provisions.

Leave

- 2.4 The Employee shall be entitled to leave in accordance with the Company's leave policy as may be applicable from time to time or as per the applicable laws and the provision of Indian Employment laws.

Confidential Information

The Employee acknowledges that during the course of the Employee's employment with the Company, the Employee has had and will continue to have access to Confidential Information of the Company and/or its Group Companies and /or received by the Company from any third parties including but not limited to its clients, customers, suppliers, agents etc which is confidential to the Company and/or its Group Companies and/or such third parties. Such Confidential Information may constitute a 'Trade Secret' of the Company on account of being commercially sensitive and not readily available to others engaged in a similar business as that of the Company and if disclosed shall cause irreparable harm to the Company and/or its Group Companies, suppliers, customers, clients or agents.

- 2.5 The Employee shall not under any circumstance during the course of employment or at any time after termination of employment with the Company for whatsoever reasons, except with the prior written sanction of the Company, make any use of, sell or disclose either directly or indirectly to any person, firm or body corporate any Confidential Information.
- 2.6 During the Term of employment with the Company, the Employee shall not make copies or reproduce in any manner any of the Confidential Information (other than as required for the conduct of business), and the Employee shall not without the previous written consent of the Company publish or cause to be published any publication or contribute any article or review to any newspaper, magazine or other publication whether for remuneration or otherwise on a subject in any way related to or concerning the Company's business.
- 2.7 The Employee shall not divulge Confidential Information even to fellow employees, except where necessary for the conduct of business.
- 2.8 The Employee will remain bound by the confidentiality clause even after leaving the company's employment for whatever reason, including retirement.
- 2.9 The Employee will use the computer, e-mail ID and internet access provided to [him/her] by the Company for official purposes only and the Company reserves the right to monitor all communication made by the Employee through such channels. Any misuse or use for personal purposes by the Employee shall be viewed as gross indiscipline leading to disciplinary action including termination of employment.



- 2.10 The Employee shall not at any time during the Term of employment or after termination of employment make any use whatsoever for the Employee's own or any other purpose or purposes of any information, knowledge or know-how that may be obtained by the Employee directly or indirectly during the course of or incidental to the Employee's employment in relation to the business affairs, processes patented or otherwise owned by the Company or in respect to processes held in trust for the Company or in respect whereof the Company is a licensee, sub-licensee or agent.
- 2.11 The Employee agrees that no license of any kind to any part of the Confidential Information is granted, agreed to be granted or implied by the terms of this Agreement, or by disclosure of the Confidential Information to the Employee. The Employee hereby acknowledges and confirms that all existing and future intellectual property in the Confidential Information is the exclusive property of the Company and the Employee will not apply for or obtain any intellectual property protection in respect of such Confidential Information. All intellectual property rights relating to any work carried out by the Employee (whether past, present or future) using the Confidential Information of the Company will belong to and vest with the Company.
- 2.12 The Employee is expressly prohibited from accessing any prior employers' websites and/or data and/or any sort of information pertaining to the former employer that is confidential in nature, from the Company or any other location or from any of the Company's resources. If the Company or any third-party notices/discovers such instances at any time, suitable legal action may be taken against the Employee including but not limited to criminal proceedings.
- 2.13 The Employee will comply with, and do all things necessary to permit the Company to safeguard its Confidential Information and [he/she] shall promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information.
- 2.14 It is hereby clarified that the obligations contained under this clause shall survive the termination of the Employee's employment with the Company and shall be fully enforceable thereafter.

Intellectual Property

- 2.15 To the extent permitted under applicable law, all rights, title and interest in any intellectual property arising out of or in connection with the Employee's employment with the Company including without limitation copyrights, trade secrets and any other intellectual property rights created, conceived or developed by the Employee during [his/her] course of employment whether created, conceived or developed in the Company's premises or using the Company's property or other proprietary rights therein, shall be the sole property of the Company from the date of creation.
- 2.16 The Employee shall not violate any third-party intellectual property rights during the course of [his/her] appointment with the Company.
- 2.17 Any improvements, inventions and discoveries (whether patented or otherwise) including in the areas of industrial designs, models and copyrights which the Employee may make either alone or in conjunction with any other person during [his/her] employment with the



Company will faithfully be communicated by the Employee to the Company and shall become the sole and exclusive property of the Company and the Company will be entitled without any payment to use the same during the continuance of the Employee's employment and at all times thereafter. The Employee shall not make use of such improvement, invention or discovery for [his/her] own benefit or for the benefit of any third party either during the continuance of employment or any time thereafter.

- 2.18 The Employee shall, whenever requested to do so by the Company (even after termination of employment with the Company), execute or sign any oral applications, assignments or other instruments which the Company may deem necessary or advisable in order to apply for and obtain letters patent, copyrights, design registrations and other forms of protection for or in relation to the said improvements, information and discoveries made by the Employee in the manner provided in this Clause 10, in such countries as the Company may direct and to vest with the Company whole title or interest therein or thereto. Financial rewards for such intellectual products will be deemed to be covered in the remuneration paid to the Employee. The Employee hereby authorizes the Company as [his / her] power of attorney holder to execute any documents on the Employee's behalf for the purpose of executing any documents under this Clause 10.
- 2.19 For the avoidance of doubt, if any intellectual property is developed by the Employee in the manner provided in this Clause 10, jointly with any third party, or to the extent any assignment of intellectual property cannot be made to the Company or its designees for any reason whatsoever, the Employee agrees to assign [his/her] share of all intellectual property rights to the Company and do anything necessary to confirm the vesting of title of such intellectual property with the Company in any or all countries.

Termination

- a. **Termination by either Party:** Either Party may terminate this Agreement upon written notice to the other Party. The termination would be effective after **Three (3) months** from the date of the receipt (by the other Party) of such notice (hereinafter referred to as the "**Notice Period**"). Alternatively, the Company may terminate the Employee's employment with immediate effect, upon giving the Employee salary in lieu of notice or pro-rated salary for the balance Notice Period, in case the Employee has been permitted to work during the Notice Period. In case the Employee has given a notice to resign from services, the Employee is expected and required to diligently serve the entire Notice Period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, (i) require the Employee to leave service at any time during the Notice Period without any payment for the balance unexpired portion of the Notice period or (ii) upon Employee's request allow Employee to leave service during the Notice Period only upon Employee making payment to the Company in the form of damages for breach, the amount equivalent to Employee's salary for the balance unexpired portion of the Notice Period.

The Employee agrees, that [he/she] will serve the required Notice Period in accordance with the terms of this Agreement, unless the said Notice Period is waived by the Company in writing, and, that the Employee will continue to be in employment of the Company and the terms and conditions of employment shall be binding on the

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Employee until the expiry of Notice Period. In the event of breach/attempted breach by the Employee of the Notice Period, in addition to the remedies available to the Company under this Agreement, the Employee agrees that the Company would also be entitled to pursue any other remedies available to it under applicable laws, including specifically enforcing the applicable Notice Period or obtaining an injunction to prevent the Employee from joining any other employment prior to expiry of the agreed notice. The Employee acknowledges that the exercise of any remedies at law by the Company is not only limited to a violation by the Employee of the notice period and the Company may also pursue these remedies, if a breach/threatened breach is committed by the Employee, under other circumstances.

- b. **Termination by Company due to Employee's misconduct:** Without prejudice to any of the rights and remedies which the Company may have against the Employee, the Company will be entitled to terminate the Employees' employment forthwith without giving any notice whatsoever or payment in lieu thereof in case of 'misconduct', in accordance with the applicable laws, this Agreement and the Company Policies.
- c. **Termination during probationary period:** Notwithstanding anything aforesaid, if the Employee is serving his/her probationary period, this Agreement can be terminated by the Company immediately, without giving any notice to the Employee. However, in case the Employee wishes to terminate this Agreement during such period, the Employee shall give at least **Ninety (90) days'** written notice to the Company. In such an event, the Company may, at its sole discretion, permit the Employee to leave service during the period of notice without any salary in lieu of notice or pro-rated salary for the balance notice period.
- d. **Termination upon disability or death:** In the event that the Employee becomes physically or mentally disabled or incapacitated to such an extent that the Employee is no longer able to perform [his/her] Duties or in case of death, the employment of the Employee shall automatically stand terminated.
- e. **Garden Leave During Notice Period:** The Company may, in its absolute discretion, require the Employee at any time during the Notice Period not to attend the Employee's place of work and/or not to perform any Duties for the Company or to perform any such Duties, projects or tasks as are expressly assigned to the Employee by the Company. The Employee shall continue to be employed by the Company during such period and therefore shall be eligible to receive the Employee's full pay and benefits during any such period. During any such period, the Employee shall (i) notify the Company of any change of address or contact details, (ii) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (iii) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (iv) continue to be bound by the express and implied Duties of the Employee's employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave shall be offset against any annual leave / privilege leave of the Employee.





- f. **Separation and Release:** Upon termination of Employee's employment with the Company for any reason, the Company may require the Employee to sign a Separation and Release Agreement with the Company at no additional consideration or payment.
- g. Notwithstanding herein the contained, the cessation events shall be surveyed as per the pertinent laws as the case may be followed by procedures and laws.
- h. The act which is relating to the any female person inside or outside shall be deemed the Mis-conduct which is contained and provision of the Act of "Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and the further legal action shall be initiated as the case may be.

Retirement

- 2.20 The Employee will retire from the Company's employment on attaining 58 years of age or upon attaining any other age of retirement as determined by the Company from time to time. The Employee's age as entered in the Company's books at the time of joining will be final and binding on both the Parties.

Consequences of Termination/ Retirement/Resignation

Upon termination or retirement or cessation of the Employee's employment with the Company for any reason whatsoever, the Employee will immediately: handover responsibilities and knowledge regarding the business and affairs of the Company to such person or persons as may be nominated by the Company to assume conduct of the Employee's role, to the satisfaction of the Company; surrender to the Company or its nominated/authorized representatives all original and copies of business documents, blueprints, reproductions or any data, tables, calculations, diaries, notes or books and correspondence either addressed to the Employee by the Company or received by the Employee for and on behalf of the Company (e.g. software, data carriers), including any other records, property and/or effects of the Company as may be in the possession or custody of the Employee pertaining to or connected with the business of the Company; if required by the Company to do so, surrender/destroy such documents and items at any time, even during the term of this Agreement/the Employee's employment with the Company; repay all outstanding debts and/or loans, if any, due by the Employee to the Company; and inform the Company of all passwords, pass codes, pin numbers and any other similar information used by the Employee in relation to any information technology systems, vehicles and/or any other secured property of the Company. Without prejudice to the Company's other rights and remedies, the Company will be entitled to deduct from the Employee's entitlements, if any herein, the amount of any claims which the Company may have against the Employee either under the terms of this Agreement or otherwise howsoever.

Non-Solicitation and Non-Compete

The Employee shall not during three (3) years after the date of termination or expiry of this Agreement or cessation of employment, solicit or entice or endeavor to solicit or to entice or assist any other person, whether by means of supply of names or expressing views on suitability, or by any other means whatsoever, in soliciting or enticing away from the

K. S. Kulkarni

Company any employee, director, client, dealer, vendor or business associate of the Company.

To the extent permitted under applicable laws, the Employee agrees that [he/she] shall not, at any time, within one (1) year of cessation of employment from the Company directly or indirectly engage in or prepare to engage in (whether as an employee or a consultant or otherwise), or have any ownership interest in any conflicting organization (whether as a partner, joint venture, member of a limited liability company or otherwise) that engages in, or is preparing to engage in, the businesses similar to the Company, particularly competing organizations such as Doolittle technologies, PowerBot, VM power or any related subsidiaries/parent company of these organizations.

The Employee hereby agrees that the restriction contained in this clause, on which the Employee has had the opportunity to take independent legal advice, is considered reasonable by the Employee, and necessary for the protection of the legitimate business interests and Confidential Information of the Company.

Non-Disparagement

2.21 The Employee agrees that during the course of employment with the Company and after its termination of employment, the Employee will not take any action, which is intended to harm the Company or its reputation or which would reasonably be expected to lead to unwanted or unfavorable publicity to the Company.

Indemnity

2.22 The Employee agrees to indemnify, defend, save, and hold harmless the Company, its shareholders, officers, directors, and other agents from and against all claims, liabilities, causes of action, damages, judgments, legal fees, court costs, and expenses which arise out of or are related to the Employee's performance, failure to perform job functions or Duties as required by this Agreement and/or the Previous Employment Agreement, or result from the Employee's conduct while engaging in any activity outside the scope of the Previous Employment Agreement and/or this Agreement, before, during or after the termination of this Agreement.

Company Policies

2.23 In addition to the terms and conditions of hereinabove mentioned, the Employee will also observe and comply with and be bound by any rules, regulations and procedures as may be drafted, revised, amended and/or updated from time to time by the Company, at its sole discretion ("**Company Policies**").

Personal Data

2.24 The Company may, in connection with the Employee's employment, receive personal data relating to her/him including sensitive personal data or information (as such term is defined in the Information Technology Act 2000) (collectively referred to as "**Personal Information**"). The Company may process such Personal Data for relevant and limited purposes in connection with the employment of the Employee and/or the business of the Company. By signing this Agreement, the Employee expressly consents to the following:



- a. the collection, processing, storage and transfer of his/her Personal Information by the Company in accordance with the Company's Privacy Policy;
 - b. the transfer to any third parties within India or outside of India of his/her Personal Information held about him by the Company in accordance with the Company's Privacy Policy;
- 2.25 The Employee has read, understood and accepted the Company's Privacy Policy.
- 2.26 Further, the Employee agrees that she/he shall treat any personal data to which the Employee has access in the course of his employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to him.
- 2.27 The Employee further agrees to the use of his /her personal images and voices in marketing material, videos.

Assignment

- 2.28 This Agreement is personal to the Employee and the Employee shall not assign or delegate any of [his/her] rights or obligations under this Agreement.
- 2.29 The Company may assign this Agreement provided the Company shall require such successor to expressly employ the Employee on terms and conditions which, if taken as a whole, are not less favorable than the terms of this Agreement.

Amendment

The Company has the right to add, alter, modify or vary any term of this Agreement and/or its policies and procedures at any time. These changes will be communicated to the Employee either by an individual letter or by a circular.

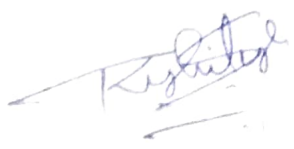
Entire Agreement

This Agreement together with any documents referred to in it sets out the entire agreement and understanding between the Parties and supersedes all prior agreements, understandings or arrangements (oral or written) including but not limited to, any representations made during the Employee's interview(s), negotiations, whether written or oral, in respect of the Employee's employment or engagement with the Company.

Releases and waivers

- 2.30 The Company may, in whole or in part, release, waive or postpone, in its absolute discretion, any of its rights or liability(s) owed to it by the Employee under this Agreement. Such release, waiver or postponement would not in any manner prejudice or affect the Company's rights in respect of any part of the liability or right not so released, waived or postponed.
- 2.31 It is further clarified that a failure or delay in exercising any right, power or remedy by the Company shall not constitute a waiver of, or impair or preclude any further exercise of that or any other right, power or remedy arising under this Agreement or otherwise.

Severability



Each of the restrictions contained in this Agreement and the Appendices hereto are considered reasonable by the Company and are intended to be separate and severable. In the event that any of the said restrictions shall be held void, but would be valid if part of the wording thereof were deleted, altered or amended, such restriction shall apply with such deletion, alterations or amendments as may be necessary to make it valid and effective.

Notices

- 2.32 Any notice to be given under this Agreement shall be given in writing and may be sent addressed in the case of the Company to its office for the time being and in the case of the Employee, to the Employee, at the Employee's last known place of residence or given personally and any notice given by post shall be deemed to have been served at the expiration of 48 hours after the same was posted. Notice may also be given by facsimile in which case it shall be deemed to have been served 12 hours after the same was transmitted.

Survival

- 2.33 Clause 11 (Termination), Clause 13 (Consequences of Termination/Retirement) Clause 26 (Governing Law and Jurisdiction), Clause 16 (Indemnity), Clause 09 (Confidential Information), Clause 10 (Intellectual Property), Clause 15 (Non-Disparagement) and Clause 14 (Non-Solicitation and Non-Compete) shall survive the termination of this Agreement, along with any other clauses, which by their very nature are deemed to survive.

Governing Law and Jurisdiction

- 2.34 This Agreement shall be governed by and construed in accordance with Indian law.
- 2.35 Each of the Parties irrevocably submits for all purposes in connection with this Agreement to the exclusive jurisdiction of the courts of Pune, India.

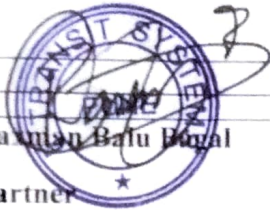
K. S. Kulkarni

IN WITNESS WHEREOF, the Parties to this Agreement have caused their respective duly authorized representatives to execute this Agreement on the day and year first above written:

SIGNED AND DELIVERED BY:

Signed for and on behalf of the Company by:

Signed:



Laxman Balu Bhal
Partner

Date: 1st August, 2022



A handwritten signature in blue ink, appearing to read "Rushikesh".

Rushikesh Ashok Shivtare

Date: 1st August, 2022.



Motherson Sumi Systems Limited

Head Office: C-14 A & B, Sector 1, Noida - 201301 Distt. Gautam Budh Nagar, U.P. India
Tel: +91-120-6752100, 6752278, Fax: +91-120-2521866, 2521966, Website: www.motherson.com

**WORKS: Survey No. Plot No. 73/2 & 76/2/1, Village Marunji, Taluka Mulshi,
Dist. Pune 411057**

Jun 02, 2022

**Mr Viraj Nandkumar Kadav
Bharne, Tel-khed Dist Ratnagiri
415709**

LETTER OF OFFER

Dear Mr. Viraj

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **01st July 2022 at 9.00AM**.

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment

Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorate basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

**Thanking you,
For Motherson Sumi Systems Ltd.**


Surbhi Chaturvedi
Assistant General Manager- HRM

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