



Date: 17-July-2023

To  
Mr. Govind Kanojiya  
Gwate mala, near MIDC, Satpur, Nashik-422007

Dear Govind,

Thank you for your interest in working for Writer.

Further to our discussion, we are pleased to offer you employment with "**Writer Business Services Pvt. Ltd**" as "**Associate**" in **Grade "M-7"** posted at "**Nashik BPS**", effective "**17-Jul-2023**" on the following employment terms & Conditions:

1. You will be entitled to receive an annual CTC package as per enclosed **Annexure 'A'**, subject to Professional/Income Tax and statutory deductions as applicable.
2. The offer is subject to salary verification of your present/Last employment, receipt of satisfactory references and you being declared **medically fit** in terms of our Company's prescribed medical examination.
3. **Probationary Period:** You will serve a probationary period of six (06) months. You will be confirmed in your appointment in writing on successful completion of the said probationary period. If your performance is not satisfactory during this period, your probation will continue for a further period of three (03) months. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation. During the probationary period, either party may terminate this appointment by giving thirty (30) days' notice or payment of gross salary in lieu thereof.
4. **Notice Period / Separation of Employment:** On confirmation of your appointment, either party may terminate the contract of employment by serving 30 Days' notice in writing on the other or payment of gross salary in lieu thereof. Additionally, the Company reserves the right to extend / reduce the notice period to the extent it deems fit, as per business exigencies / organizational requirements, at any time during the tenure of employment. The Company reserves the right to recover the cost incurred related to overseas training or overseas trade related meetings paid out during the last twelve (12) months prior to the notice of resignation / termination.
5. The Company reserves the right to change your job function, duties or place of work as per the requirements of the business or customer requirements at any time during your employment and / or require you to carry out services for any subsidiary or related Company without adversely affecting the emoluments being paid to you.
6. This letter is intent to offer and is made to you, on the presumption that you will be providing your personal information and supporting documents post acceptance and during personal meeting to initiate the on-boarding process. If any personal details given or any negative response information furnished by you to the company proves to be false or if you are found to have wilfully suppressed any material information, your offer will stand cancelled and you will be liable to be terminated from services without any notice or compensation whatsoever.

*Gift*





7. Your appointment would be subject to receipt and verification of the following documents, which need to be submitted at the time of joining:
- Relieving letter from current and last employers
  - Salary Slip/ Certification of the last employer, as applicable.
  - Testimonials and experience certificates from previous employers.
  - Two passport size photographs (Standard - 3.5 x 4.5 cm, color photograph)
  - Qualification Certificates (Graduation / Post Graduation / Certifications; mark sheet and passing certificates)
  - Proof of permanent address (Copy of Passport / Driving License / Ration Card / Electricity Bill / Bank passbook / Aadhar card / Voters ID / Panchayat certificate / Gun License / leave and license agreement)
  - Proof of date of birth (copy of passport / Birth certificate or Passing certificate of Class Xth / SSC / School Leaving Certificate / Aadhar card / Panchayat certificate / Army service book)
  - PAN Card photocopy
  - Valid Visa / Work permit (if applicable)
8. This intent of Offer will be considered Null and Void in the event; you are unable to personally meet & furnish the documents mentioned above, or if the details provided by you are not in line with the documents submitted, or if the Back Ground Verification is negative as per company's requirement.
9. There is a one-year 'cooling off' period following your last day of employment with Writer, during this period you will not engage in direct or indirect business with Writers Client Company.

In case you are unable to provide any one or more of the documents listed above, please contact our HR representative about the same.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions along with a copy of your resignation letter duly accepted by your current employer and return the same to us failing which this offer stands withdrawn.

We welcome you to the **Writer** family and wish you a long and mutually beneficial association with us.

Yours Sincerely,  
for "Writer Business Services Pvt. Ltd"



AUTHORIZED SIGNATORY

**Acceptance of Offer**

I, Govinda Kanajiya, agree to accept the terms and conditions mentioned in this letter of intent to offer job. I will report for my duties on 17 July 2023 or earlier. I understand that my employment of whatever nature, is subject to the terms, conditions, policies and procedures of the company, as applicable as explicitly mentioned in the letter as above.

Signature:



Date: 24 July 2023

To  
Mr. Anandhi M.  
Flat no-402, Patel Heights, Choue Nagar, Sakinaka-422005

Dear Anandhi,

Thank you for your interest in working for Writer.

Further to our discussion, we are pleased to offer you employment with "Writer Business Services Pvt. Ltd." as "Assistant" in Grade "SL-7" posted at "Nashik Office", effective "24-July-2023" on the following employment terms & conditions:

1. You will be entitled to receive an annual CTC package as per enclosed Annexure "A", subject to Professional Income Tax and statutory deductions as applicable.
2. The offer is subject to satisfactory completion of your pre-employment, receipt of satisfactory references and you being declared medically fit in terms of our Company's pre-employment examination.
3. Probationary Period: You will serve a probationary period of six (06) months. You will be confirmed in your appointment on successful completion of six and probationary period. If your performance is not satisfactory during the period, your probation will continue for a further period of three (03) months. On completion of the probation period, at such time that you are successful in writing about your confirmation, you will be on probation. During the probationary period, either party may terminate this appointment by giving three (3) days' notice or payment of gross salary as laid down.
4. Notice Period / Separation of Employment: On confirmation of your appointment, either party may terminate the contract of employment by serving 30 Days' notice in writing on the other or payment of gross salary as laid down. Additionally, the Company reserves the right to extend / reduce the notice period to its own terms if at any time during your employment, at any time during the notice of employment. The Company reserves the right to recover the cost incurred related to recruitment and employee trade related matters paid out during the last twelve (12) months prior to the notice of resignation / termination.
5. The Company reserves the right to change your job location, duties or place of work as per the requirements of the business or customer requirements at any time during your employment and / or require you to carry out services for any subsidiary or related Company without adversely affecting the emoluments being paid to you.
6. This letter is issued to offer and is made to you, on the presumption that you will be providing your personal information and supporting documents upon acceptance and during personal meeting to initiate the onboarding process. If any personal details given or any negative response or information furnished by you to the company proves to be false or if you are found to have wilfully suppressed any material information, your offer will stand cancelled and you will be liable to be removed from service without any notice or compensation whatsoever.

WRITER INFORMATION  
Pvt. Ltd. is a company registered with the Registrar of Companies, Maharashtra, India. The company is a subsidiary of Writer Information Pvt. Ltd. and is a part of the Writer Information Group. The company is a leading provider of business services and is committed to providing high-quality services to its clients. The company is a member of the Indian Chamber of Commerce and Industry (CII) and is a part of the CII Network of Companies.



1. Your Appointment would be subject to receipt and verification of the following documents, which need to be submitted at the time of joining:
  - a. Relieving letter from current and last employer
  - b. Salary Slip/ Confirmation of the last employer, as applicable
  - c. Testimonials and experience certificates from previous employers
  - d. Two passport size photographs (Standard - 3.5 x 4.5 cm, color photograph)
  - e. Qualifications: Certificate (Hastation) / Post Graduate / Certificate, mark sheet and passing certificate
  - f. Proof of permanent address (Type of Passport / Driving License / Ration Card / Electricity Bill / Bank passbook / Aadhar card / Voter ID / Panchayat certificate / Gas connection / lease and license agreement)
  - g. Proof of date of birth (Copy of passport / Birth certificate or Passing certificate of Class 10 / SSC / School Leaving Certificate / Aadhar card / Panchayat certificate / Army service book)
  - h. PAN Card/passport
  - i. Valid Visa / Work permit (if applicable)

8. This intent of Offer will be considered Null and Void in the event, you are unable to personally meet & furnish the documents mentioned above, or if the details provided by you are not in line with the documents submitted, or if the Bank (Bank) Verification is negative after company's requirement.

9. There is a one-year 'locking off' period following your last day of employment with Writer, during this period you will not engage or work in indirect location with Writer's Client Company.

In case you are unable to provide any one or more of the documents listed above, please contact our HR representative about the same.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions along with a copy of your resignation letter duly accepted by your current employer and return the same to us failing which this offer stands withdrawn.

We welcome you to the Writer family and wish you a long and mutually beneficial association with us.

Yours Sincerely,  
For "Writer Business Services Pvt. Ltd."


AUTHORIZED SIGNATORY

Acceptance of Offer

I, ANANDHI M. agree to accept the terms and conditions mentioned in this letter of intent to the job. I will report for my duties on 24/07/23 or earlier. I understand that my employment, if whatever nature, is subject to the terms, conditions, policies and procedures of the company, as applicable and as previously mentioned in the letter as above.

Signature:







**Yashraj BA Sp**

**I have opened up a gym in partnership near RD Circle, Govind Nagar named The Bull Fitness and is currently handling the gym Along with this I work as an animal activist, handling animal rescues and taking care of their nourishment for free of cost...**

**8:33 pm**

Name :- Shendage Yashraj Rajendra  
Batch :- 2022 - 2023





Yashraj (Gym Owner)





16 August 2023

At this time...  
I'm teaching at home..  
(tuition... 2batches)  
There is some problems in my  
results  
it is solved so  
I want to do B.Ed

Priya Rana

12:03 pm

Name :- Rana Priya Rajendra (6626013)  
Batch :- 2022 - 2023



Seva automotive pvt Ltd

Seva Nexa

Bosco center gangapur road nashik

422013

10:30 am

English Department



10:34 am ✓✓

In Quality Department as CRE  
(Customer Relationship Executive)

10:54 am

Sakshi Dusanis

Name :- Dusanis Sakshi Hemant  
Batch :- 2022-2023  
Company no. :- 02066895972





AxioSoftware

+91 9689888375  
info@axiosoftware.com

Office no 6, 2nd floor, landmark apartment,  
D'Souza colony, college road,  
behind Nandan sweet

Date: dd / mm / yyyy

Bhagyashri Jadhav,

We are pleased to offer you the position of "**software programmer**" in our facility at **Nashik**. Maharashtra, India. The terms and conditions of your employment are as follows:

- 1: You will be based at Nashik Office .
- 2: You will be on probation, which may be extended at the discretion of the management. Your services shall not be deemed performed unless the management, in writing, has communicated the same to you.
- 3: The continuity of your employment at any given relevant point of time shall depend upon continuous attendance, satisfactory performance and good conduct.
- 4: Whenever there is change / update in your personal information, you shall inform the company in writing within seven (7) day's time of such change.
- 5: Axiosoftware reserves the right to transfer/ utilize your services at any of its offices and work sites in India or outside India, on the terms and conditions as applicable to you at the time of transfer.
- 6: This offer for employment is subject to your joining our office on or before 2nd Feb, 2023.

We take pleasure in welcoming you to our Organization.

PROPRIETOR

www.axiosoftware.com





Date: 20/02/2023

### **Appointment Letter**

Dear, **YASHODEEP RAJENDRA BACHHAV**

We would like to confirm your appointment with Tega IT Solutions Pvt. Ltd. as a Manual Tester Intern, your employment is be subject to the term and conditions Listed below.

**Starting Date: 20/02/2023**

**Work Timings:** Your work timings are from 10AM to 6PM, Weekend off Sunday

**Internship Period:** You will be on an internship period for 6 months.

Further information governing your employment can be found in the signed contract as well as the Employee policy document.

If you have further questions, please contact me directly or simply approach the HR.

Congratulations on your appointment and welcome to Tega IT Solutions Pvt. Ltd. We look forward to years of fruitful cooperation and success. We wish you the best

Of luck in your new post.

Thanks and Regards,  
**Tega IT Solution Pvt. Ltd**





AxioSoftware

+31 9689888375

info@axiosoftware.com

Office no 6, 2nd floor, landmark apartment,  
D'Souza colony, college road,  
behind Nandan sweet

Date: dd / mm / yyyy

Sapana Sonavane,

We are pleased to offer you the position of "software programmer" in our facility at **Nashik**,  
Maharashtra, India. The terms and conditions of your employment are as follows:

- 1: You will be based at Nashik Office.
- 2: You will be remunerated at Fix **Rs. 5000/month**.
- 3: You will be on probation, which may be extended at the discretion of the management. Your services shall not be deemed performed unless the management, in writing, has communicated the same to you.
- 4: The continuity of your employment at any given relevant point of time shall depend upon continuous attendance, satisfactory performance and good conduct.
- 5: Whenever there is change/ update in your personal information, you shall inform the company in writing within seven (7) day's time of such change.
- 6: Axiosoftware reserves the right to transfer/ utilize your services at any of its offices and work sites in India or outside India, on the terms and conditions as applicable to you at the time of transfer.
- 7: This offer for employment is subject to your joining our office on or before 2nd Feb, 2023.

We take pleasure in welcoming you to our Organization.

PROPRIETOR



www.axiosoftware.com





AxioSoftware

+91 9689888375

info@axiosoftware.com

Office no 6, 2nd floor, landmark apartment,  
D'Souza colony, college road,  
behind Nandan sweet

Date:

dd/mm/yy

Harshada Pawar,

We are pleased to offer you the position of "**software programmer**" in our facility at **Nashik**,. Maharashtra, India . The terms and conditions of your employment are as follows:

- 1: You will be based at Nashik Office .
- 2: You will be remunerated at Fix **Rs. 5000/month.**
- 3: You will be on probation, which may be extended at the discretion of the management. Your services shall not be deemed performed unless the management, in writing, has communicated the same to you.
- 4: The continuity of your employment at any given relevant point of time shall depend upon continuous attendance, satisfactory performance and good conduct.
- 5: Whenever there is change / update in your personal information, you shall inform the company in writing within seven (7) day's time of such change.
- 6: Axiosoftware reserves the right to transfer/ utilize your services at any of its offices and work sites in India or outside India, on the terms and conditions as applicable to you at the time of transfer .
- 7: This offer for employment is subject to your joining our office on or before 2nd Feb, 2023.

We take pleasure in welcoming you to our Organization.

Axiosoftware  
*Im Boyce*  
Proprietor

PROPRIETOR





# ADFLIX MEDIA PVT. LTD

Ref: 2022-23/1641

Date: 06/02/2023

## JOINING LETTER TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Miss. Vaishnavi Dilip Dangat** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing her Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR  
hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)





# ADFLIX MEDIA PVT. LTD

Ref: 2022-23/1642

Date: 06/02/2023

## JOINING LETTER TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Miss. Sanjivani Shuddhodhan Pandey** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing his Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR

hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)



## CERTIFICATE OF JOINING

Date: 02<sup>nd</sup> March 2023

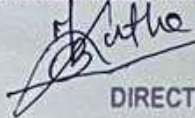
### TO WHOM IT MAY CONCERN

Dear SHUBHAM K. SHARMA,

I am delighted & excited to welcome you to **Manasvi Tech Solutions Pvt Ltd** as a **Jr Full Stack Developer Intern** from 05<sup>th</sup> March 2023. At **Manasvi Tech Solutions Pvt Ltd** we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

FOR MANASVI TECH SOLUTIONS PVT. LTD.

Regards,



DIRECTOR



OM BHAGWAN KATHE

DIRECTOR

MANASVI TECH SOLUTIONS PVT LTD

**Main Office Address:-** Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Mala, Jai Bhawani Road,  
Nashik Road, Nashik, Maharashtra - 422101

8, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.





Date: 20/02/2023

### Appointment Letter

Dear, **RUSHIKESH RAJENDRA NIKAM**

We would like to confirm your appointment with Tega IT Solutions Pvt. Ltd. as a Python technology Intern, your employment is be subject to the term and conditions listed below.

**Starting Date:** 20/02/2023

**Work Timings:** Your work timings are from 10AM to 6PM, Weekend off Sunday

**Internship Period:** You will be on a internship period for the 6 months.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to Tega IT Solutions Pvt. Ltd. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Thanks, and Regards  
Tega IT Solutions Pvt. Ltd.





## CERTIFICATE OF JOINING

Date: 05<sup>th</sup> March 2023

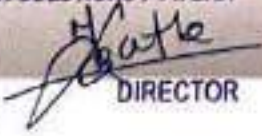
### TO WHOM IT MAY CONCERN

Dear KIRAN AHER,

I am delighted & excited to welcome you to Manasvi Tech Solutions Pvt Ltd as a **Jr Full Stack Developer Intern** from 07<sup>th</sup> March 2023. At Manasvi Tech Solutions Pvt Ltd we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

FOR MANASVI TECH SOLUTIONS PVT. LTD.

Regards,

  
DIRECTOR



**OM BHAGWAN KATHE**

**DIRECTOR**

**MANASVI TECH SOLUTIONS PVT LTD**

**Main Office Address:-** Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Malā, Jai Bhawani Road,  
Nashik Road, Nashik, Maharashtra - 422101

B, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.





## MIND PERCEPTOR

EMBEDDING REALITY TO TECHNOLOGY

1/02/2023

Priyanka Jejurkar

Nashik

Internship Offer Letter

Dear Priyanka,

On behalf of Mind Perceptor, I am excited to extend an offer to you for an internship position within our Industry Ready Department. This position is Work from Home. The position is for an Intern.

This position is scheduled to begin 01/03/2023 and will be a six-month internship opportunity ending on 01/09/2023. In this role, you will report directly to Mrs. Dhanashree Nawale. This offer is contingent upon the successful completion of internship requirements. Please be sure to provide your educational documents on your first day to complete your profile.

You will be working on live projects during this tenure. You will be hired based on your performance during the internship program.

Balkrishna Tambe

Director

Name: Priyanka Jejurkar

Signature of Candidate



Date: 2<sup>nd</sup> February, 2023

**TO WHOMSOEVER IT MAY CONCERN**

To,

**Mr. Kishor Babu Patil**

We are pleased to confirm your acceptance of an internship as **Java Trainee Intern** with SoftCrowd Technologies, Nashik. Your first day of work will be **06<sup>th</sup> February, 2023**. You will work for the **6 months** of the internship.

If you have any questions, please feel free to contact us. We are please you've decided to join SoftCrowd Technologies.



Sincerely,

Mr. Vijay Shirsath  
(Director)  
SoftCrowd Technologies





**Manasvi**  
TECH SOLUTIONS PVT. LTD.

74480 00467 / 90286 89915 [www.manasvi.tech](http://www.manasvi.tech)

[developer@manasvi.tech](mailto:developer@manasvi.tech) CIN No: U72900MH2022PTC392478

## CERTIFICATE OF JOINING

Date: 05<sup>th</sup> March 2023


### TO WHOM IT MAY CONCERN

Dear KALYANI KAKAJI DEORE,

I am delighted & excited to welcome you to Manasvi Tech Solutions Pvt Ltd as a **Jr Full Stack Developer Intern** from 07<sup>th</sup> March 2023. At Manasvi Tech Solutions Pvt Ltd we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

FOR MANASVI TECH SOLUTIONS PVT. LTD.

Regards,

  
DIRECTOR

OM BHAGWAN KATHE

DIRECTOR

MANASVI TECH SOLUTIONS PVT LTD



**Main Office Address:** - Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Mala, Jai Bhawani Road, Nashik Road, Nashik, Maharashtra - 422101

8, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.





**मानास्वी**  
TECH SOLUTIONS PVT. LTD.

74480 00487 / 90288 89915 [www.manasvitech.com](http://www.manasvitech.com)

[developer@manasvitech.com](mailto:developer@manasvitech.com) CIN No: U72900MH2022PTC392478

## CERTIFICATE OF JOINING

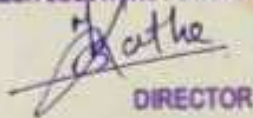
Date: 05<sup>th</sup> March 2023

### TO WHOM IT MAY CONCERN

Dear RAUNDAL DAMINI SANJAY,

I am delighted & excited to welcome you to Manasvi Tech Solutions Pvt Ltd as a **Jr Full Stack Developer Intern** from 07<sup>th</sup> March 2023. At Manasvi Tech Solutions Pvt Ltd we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

FOR MANASVI TECH SOLUTIONS PVT. LTD.

  
DIRECTOR

Regards,

OM BHAGWAN KATHE

DIRECTOR

MANASVI TECH SOLUTIONS PVT LTD



**Main Office Address:-** Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Mala, Jai Bhawani Road, Nashik Road, Nashik, Maharashtra - 422101

8, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.





**AxioSoftware**

+91 9689888375  
info@axiosoftware.com

Office no 8, 2nd floor, landmark apartment,  
D'Souza colony, college road,  
behind Nandan sweet

Date: \_\_\_\_\_

Shraddha Jadhav,

We are pleased to offer you the position of "**software programmer**" in our facility at **Nashik**, Maharashtra, India. The terms and conditions of your employment are as follows:

- 1: You will be based at Nashik Office .
- 2: You will be on probation, which may be extended at the discretion of the management. Your services shall not be deemed performed unless the management, in writing, has communicated the same to you.
- 3: The continuity of your employment at any given relevant point of time shall depend upon continuous attendance, satisfactory performance and good conduct.
- 4: Whenever there is change / update in your personal information, you shall inform the company in writing within seven (7) day's time of such change.
- 5: Axiosoftware reserves the right to transfer/ utilize your services at any of its offices and work sites in India or outside India, on the terms and conditions as applicable to you at the time of transfer.
- 6: This offer for employment is subject to your joining our office on or before 2nd Feb, 2023.

We take pleasure in welcoming you to our Organization.

**Axiosoftware**

*Indira*  
**Proprietor**

**PROPRIETOR**



www.axiosoftware.com



## CERTIFICATE OF JOINING

Date: 05<sup>th</sup> March 2023

### TO WHOM IT MAY CONCERN

Dear RAUNDAL SUPRIYA RAJENDRA,

I am delighted & excited to welcome you to **Manasvi Tech Solutions Pvt Ltd** as a **Jr Full Stack Developer Intern** from **07<sup>th</sup> March 2023**. At **Manasvi Tech Solutions Pvt Ltd** we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

FOR MANASVI TECH SOLUTIONS PVT. LTD.

  
DIRECTOR

Regards,

**OM BHAGWAN KATHE**

**DIRECTOR**

**MANASVI TECH SOLUTIONS PVT LTD**





Date: 2<sup>nd</sup> February, 2023

TO WHOMSOEVER IT MAY CONCERN

To,

**Mr. Vaibhav Balasaheb Pawar**

We are pleased to confirm your acceptance of an internship as **Java Trainee Intern** with SoftCrowd Technologies, Nashik. Your first day of work will be **06<sup>th</sup> February, 2023**. You will work for the **6 months** of the internship.

If you have any questions, please feel free to contact us. We are please you've decided to join SoftCrowd Technologies.



Sincerely,

A handwritten signature in blue ink, appearing to read 'Vijay Shirsath'.

**Mr. Vijay Shirsath**  
(Director)

SoftCrowd Technologies



25.02.2023



To,

**Girish Uttam Kuwar,**  
Bhonsla Military College, Nashik  
**Subject: Confirmation for the Internship Program**

Dear Girish Kuwar,

On behalf of the entire Humming Byte Technologies, we are pleased to inform you that you've been selected for the Internship Program with Humming Byte Technologies.

**Profile (Domain):** Software Developer  
**Start Date:** Feb 25, 2023

Kindly note that the timings will be flexible however, your performance will be judged on the basis of target completion. Working days will be counted as 6 days per week. You can choose your day off and inform your reporting manager of the same.

During your temporary employment with Humming Byte Technologies, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.

We look forward to having you begin your career at Humming Byte Technologies and wish you a successful internship. Welcome to our team.

Sincerely,

**Mr. Vikas Singh**  
**HR Dept.**  
**Humming Byte Technologies**  
**Mobile: +(91)-7385555444**





Date: 20/02/2023

### **Appointment Letter**

Dear, **DEEPESH DAMODARAN NAIR**

We would like to confirm your appointment with Tega IT Solutions Pvt. Ltd. as a Javascript Developer Intern, your employment is be subject to the term and conditions Listed below.

**Starting Date:** 20/02/2023

**Work Timings:** Your work timings are from 10AM to 6PM, Weekend off Sunday

**Internship Period:** You will be on an internship period for 6 months.

Further information governing your employment can be found in the signed contract as well as the Employee policy document.

If you have further questions, please contact me directly or simply approach the HR.

Congratulations on your appointment and welcome to Tega IT Solutions Pvt. Ltd. We look forward to years of fruitful cooperation and success. We wish you the best  
Of luck in your new post.

Thanks and Regards,  
**Tega IT Solution Pvt. Ltd**









1/02/2023

Kavita Suryawanshi

Nashik

Internship Offer Letter

Dear Kavita,

On behalf of Mind Perceptor, I am excited to extend an offer to you for an internship position within our Industry Ready Department. This position is Work from Home. The position is for an Intern.

This position is scheduled to begin 01/03/2023 and will be a six-month internship opportunity ending on 01/09/2023. In this role, you will report directly to Mrs. Dhanashree Nawale. This offer is contingent upon the successful completion of Internship requirements. Please be sure to provide your educational documents on your first day to complete your profile.

You will be working on live projects during this tenure. You will be hired based on your performance during the internship program.

Balkrishna Tambe

Director

Name: Kavita Suryawanshi

Signature of Candidate





# DHAM FASTENERS

Works : W-94 (A), M.I.D.C., Add. Nashik Industrial Area, Ambad, Nashik — 422010.

Tel. : +91-253-2382524, 6602411, 6611167. E-mail : dhamfastners@gmail.com , info@dhamfasteners.com

Date: - 15/02/2023

To,  
Ms.Nandini Prakash Bhoir  
Address: Flat no.14,Dhyani Heights tamboli Nagar,  
Hirawadi Panchvati, Nashik

## INTERNSHIP OFFER LETTER

We are pleased to offer you an internship opportunity at DHAM FASTENERS Nashik. Your internship shall commence on 18<sup>th</sup> February,2023 and shall continue Upto 17<sup>th</sup> July 2023.

During the period of your internship, you have been appointed as “Web Development Intern” on a Salary of Rs 15000 /- month. You will not be under the direct payroll of the Company and therefore, you will not be receiving any of the employee benefits including, but not limited to, health insurance, vacation, or sick-pay that the Company offers to its permanent employees.

It is understood that your internship is voluntary and treated as ‘at-will’ further, please note that your internship will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information or fabricated, the Company shall have the right to terminate your internship without any notice or compensation.

During your tenure of internship, you would be governed by the company policies and any other agreement that you may execute with the company from time to time.

Your joining date will be 18<sup>th</sup> February,2023

Kindly acknowledge the same.

Thanking You,

FOR DHAM FASTENERS

Authorized Signatory





1/02/2023

Sakshi Deshmukh

Nashik

Internship Offer Letter

Dear Sakshi,

On behalf of Mind Perceptor, I am excited to extend an offer to you for an internship position within our Industry Ready Department. This position is Work from Home. The position is for an Intern.

This position is scheduled to begin 01/03/2023 and will be a six-month internship opportunity ending on 01/09/2023. In this role, you will report directly to Mrs. Dhanashree Nawale. This offer is contingent upon the successful completion of Internship requirements. Please be sure to provide your educational documents on your first day to complete your profile.

You will be working on live projects during this tenure. You will be hired based on your performance during the internship program.

Balkrishna Tambe

Director

Name: Sakshi Deshmukh

Signature of Candidate





1/02/2023

Tanuja Pagar

Nashik

Internship Offer Letter

Dear Tanuja,

On behalf of Mind Perceptor, I am excited to extend an offer to you for an internship position within our Industry Ready Department. This position is Work from Home. The position is for an Intern.

This position is scheduled to begin 01/03/2023 and will be a six-month internship opportunity ending on 01/09/2023. In this role, you will report directly to Mrs. Dhanashree Nawale. This offer is contingent upon the successful completion of Internship requirements. Please be sure to provide your educational documents on your first day to complete your profile.

You will be working on live projects during this tenure. You will be hired based on your performance during the internship program.

Balkrishna Tambe

Director

Name: Tanuja Pagar

Signature of Candidate





1/02/2023

Mayuri Vidhate

Nashik

Internship Offer Letter

Dear Mayuri,

On behalf of Mind Perceptor, I am excited to extend an offer to you for an internship position within our Industry Ready Department. This position is Work from Home. The position is for an Intern.

This position is scheduled to begin 01/03/2023 and will be a six-month internship opportunity ending on 01/09/2023. In this role, you will report directly to Mrs. Dhanashree Nawale. This offer is contingent upon the successful completion of Internship requirements. Please be sure to provide your educational documents on your first day to complete your profile.

You will be working on live projects during this tenure. You will be hired based on your performance during the internship program.

Balkrishna Tambe

Director

Name: Mayuri Vidhate

Signature of Candidate





30/12/2022

To,  
Darshana Gangurde

**Subject : OFFER LETTER**

Dear Darshana,

With reference to your application and subsequent interview held at our office. We are pleased to offer you employment in our organization as **Digital Marketing Intern**. However, in future based on the business exigencies the position may be transferrable to any other location of the company.

As discussed, your joining date will be **2nd-January-2023** and you shall report to at our Office at 09.00 am. We Request you to bring the following documents / Credentials at the time of Joining and submit these documents to HR Department on the day you join our organization:

- Photocopy of all your Academic Qualification documents (Degree Certificates etc.)
- Aadhar card
- PAN card
- Three passport size photographs

At Last, we welcome you in **Webclinchr** family and wish you a rewarding career ahead.

Regards,

A handwritten signature in blue ink, appearing to read 'Ashitosh Ghodake'.

Ashitosh Ghodake  
Director,  
WEBCLINCHER





## EMPLOYEE CONTRACT

Date: 10th March, 2022

**Atharva Karnik,**  
Flat No. 2, Seema Apt.,  
Ganesh Nagar,  
Satpur, Nashik- 422007

Dear Atharva,

We are pleased to offer you the position of **"Junior Content Writer"** in our Agency at Nashik, Maharashtra, India. The terms and conditions of your employment are as follows:

1. **Your Annual Salary would be in Indian currency Rs. 1,20,000/- per annum for first three months & thereafter Rs. 1,44,000/- per annum from 4<sup>th</sup> month onwards i.e. 1<sup>st</sup> June 2022**, this is subject to Income Tax rules prevailing from time to time. You will also be covered under other programs and benefits as applicable to you from time to time.
2. **You will abide by the Rules and Regulations of the Company** which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions of service which shall be binding on you. You will be required to apply and maintain the highest standard of personal conduct and integrity.
3. On joining the Company, a formal agreement to effect **nondisclosure of any confidential/proprietary information and agreement of**





**employment shall be executed by you.** You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

4. This agreement **confirms your employment** with ARTYWISE DESIGN STUDIO **for a year** (Till February 2023). However if your performance is found to be unsatisfactory ARTYWISE reserves the right to terminate your employment with a one month notice period.

5. You will work with the organisation on full time basis with **minimum of 8 hours period on every working day.**

6. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you **shall not engage yourself directly or indirectly in any business or service other than the Company's business or service, during office hours.**

7. Whatever **designs/ concepts/ ideas/ client's information, any other critical data**, etc. that you access during your day to day work here, shall have **to be strictly used for Artywise only** and you will not take out any of Agency's data/ information without the explicit permission from the management of the Agency. You are legally bound to keep the confidentiality regarding above mentioned intellectual properties belonging to the Agency.

8. While we hope and expect that this will be the beginning of a long and rewarding employment relationship, **this letter is not to be**





construed as a guarantee of lifetime employment by ARTYWISE DESIGN STUDIO.

9. Your **individual remuneration is purely a matter between yourself and the Company** and has been arrived at on the basis of your specific background and Professional Merit. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.

10. Whenever there is **change/update in your personal information, you shall notify the Company** in writing within three days' time.

11. Any notice required to be given to you shall be deemed to have been duly and properly given, if delivered to you personally or sent by registered post to you at your address in India, as recorded with the Company.

12. You will be **entitled to Public and National Holiday** where these are recognized by the Company.

13. Absence for **sick leave** of three or more consecutive working days must be **supported by a medical certificate** issued by a qualified Medical practitioner or physician.

14. Your service shall be **terminable** by either party giving the other **one month's notice or one months' salary** including allowances in lieu thereof.





15. As agreed by you, you shall **join our Company on 10th March. 2022**, failing which the offer shall stand withdrawn automatically unless extended at company's discretion.

**We take pleasure in welcoming you to our Organization, if you have unanswered questions, please contact the undersigned,**

**For ARTYWISE DESIGN STUDIO,  
Shreeya Jain**

This agreement is electronically generated and does not need any signature. Kindly reply with your acceptance to the mail.



# OctaNet SW. Services

91+ 77890 01085  
support@octanet.in  
Bhubaneswar, Odisha

Dear,

**Tanaya Prakash Deshmukh**

Congratulations!

We are delighted to make you an offer as a Web Development Intern.  
This letter is to confirm your selection as Web Development intern at OctaNet and to welcome you for the same effective from 1st September 2023.

Hope you will be doing well. This Internship is observed by OctaNet as being a learning opportunity for you.

Our internship program is a no-cost program your internship will embrace orientation and give emphasis on learning new skills with a deeper understanding of concepts through hands-on application of the knowledge you gained as an intern.

You will acknowledge your obligation to perform all work allocated to you to the best of your ability Within lawful and reasonable direction given to you.

We look forward to a worthwhile and fruitful association which will make you equipped for future projects, wishing you the most enjoyable and truly meaningful internship program experience.



CTO OctaNet



MSME REGISTERED



COO OctaNet







# CodSoft

Code.Create.Succeed

## INTERNSHIP OFFER LETTER

Date : 04/07/2023

ID:CS07WX3346

Dear,

**Kunal Bajad**

We would like to congratulate you on being selected for the " **Java Programming**" internship position with " **CodSoft**". We at **CodSoft** are excited that you will join our team.

The duration of the internship will be of **4 weeks**, starting from **10 July 2023 to 10 August 2023**. The internship is an educational opportunity for you hence the primary focus is on learning and developing new skills and gaining hands-on knowledge. We believe that you will perform all your tasks/projects.

As an intern, we expect you to perform all assigned tasks to the best of your ability and follow any lawful and reasonable instructions provided to you.

We are confident that this internship will be a valuable experience for you, we look forward to working with you and helping you achieve your career goals.

Best of Luck!

**Thank You!**

**Team CodSoft**



MSME Registered

 [www.codsoft.in](http://www.codsoft.in)  
 [contact@codsoft.in](mailto:contact@codsoft.in)





# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

**Date:** 04/22/2022

**Dhiraj Balasaheb Sonawane**

**C11017116**

**N-32,R-5,3/5,Samata Chowk, Ganesh Chowk ,Cidco,Nashik**

**9370079129**

**Dear Dhiraj Balasaheb Sonawane,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

**Fundamental Skill Primers Learning Module:** As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning incentive of INR 10,000.



After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

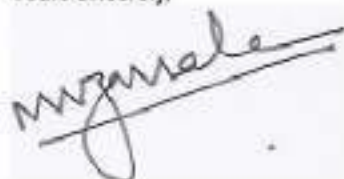
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Maheesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

**Dhiraj Balasaheb Sonawane**



## ANNEXURE I

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500/-
Maximum Annual Total earning potential(A+B)	3,25,500/-
(C)## Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 5,000/-
Notional Insurance Premium paid by Company	INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 341800/-
(D)##Additional Discretionary Reimbursements	INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement	
(E)Optional opportunity to participate in the Employee Share Purchase Plan	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	

#### (A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,



amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

#### **Note: For International Worker Only\***

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

#### **Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

#### **1. Medical:**

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to



review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**



**GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

**General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.



## **ANNEXURE II**

### **Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



#### **ANNEXURE IV - DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-complete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

**ACKNOWLEDGED AND AGREED:**

\_\_\_\_\_  
**Dhiraj Balasaheb Sonawane**

**Date:**

**Disclaimer**

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



# OctaNet SW. Services

91+ 77890 01085  
support@octanet.in  
Bhubaneswar, Odisha

JULY 15, 2023

Dear,

Meghana Sunil Chavan

Congratulations!

We are delighted to make you an offer as a Web Development Intern.  
This letter is to confirm your selection as Web Development intern at OctaNet and to welcome you for the same effective from 1st August 2023.

Hope you will be doing well. This Internship is observed by OctaNet as being a learning opportunity for you.

Our internship program is a no-cost program your internship will embrace orientation and give emphasis on learning new skills with a deeper understanding of concepts through hands-on application of the knowledge you gained as an intern.

You will acknowledge your obligation to perform all work allocated to you to the best of your ability Within lawful and reasonable direction given to you.

We look forward to a worthwhile and fruitful association which will make you equipped for future projects, wishing you the most enjoyable and truly meaningful internship program experience.



CTO OctaNet



COO OctaNet



Date: Dec 22, 2022  
Offer No : QS2904287

**BHAGYASHRI JAGAN BAGUL**  
NASHIK  
NASHIK  
MAHARASHTRA

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **BHAGYASHRI JAGAN BAGUL**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

**DEPUTATION:**

You are deputed to BHARTI AIRTEL SERVICES LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from DEC 26, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

**TENURE:**

The term of your Contract shall be valid from DEC 26, 2022 to NOV 26, 2023.

**COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**

You are required to work at client's location at NASHIK.

**POSITION:**

You are appointed as CUSTOMER RELATIONSHIP OFFICER.

Quess Confidential

Offer No : QS2904287

Page 1

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**QUESS Corp Limited**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.

*B. Bagul*

Employee Signature



**REMUNERATION:**

The details of your salary break up with components are as per the enclosure attached herewith.

**EXTENSION:**

Unless otherwise notified to you in writing this contract of employment would be valid NOV 26, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

**WORKING HOURS:**

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

**TERMINATION & SUSPENSION:**

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

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Offer No : QS2904287

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*B. Bagul*

Employee Signature



QUESS will have / reserve rights to terminate immediately without giving notice period.

**INDEMNITY:**

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

**CODE OF CONDUCT:**

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

**HOLIDAYS:**

You will be entitled to paid holidays in a year as notified by the company from time to time.

**ADDRESS FOR COMMUNICATION:**

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

**BACKGROUND VERIFICATION:**

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

**ABSENTEEISM:**

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

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Offer No : QS2904287

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*B. Bagul*

Employee Signature



**RULES AND REGULATIONS:**

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

**OTHER TERMS OF CONTRACT:**

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

**JURISDICTION:**

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

**DEEMED CANCELLATION OF CONTRACT:**

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Dec 26 2022 at the clients place.

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

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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*B. Bagul*

Employee Signature



Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



**Tej Hans Raj Singh**  
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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Offer No : Q52904287

**QUESS Corp Limited**

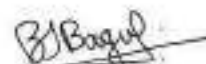
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



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Employee Signature



### Compensation Sheet

Offer No: **QS2904287** Associate Name: **BHAGYASHRI JAGAN BAGUL**  
 Designation: **Customer Relationship Officer** Location: **NASHIK**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	7605	91260
House Rent Allowance	3042	36504
Special Allowance	5119	61428
Advance_ statutory_ bonus	1080	12960
<b>Gross Salary</b>	<b>16846</b>	<b>202152</b>

Employer's Contribution		
Employer_esi	513	6156
Employer Provident Fund	1654	19848
<b>Total Contribution</b>	<b>2167</b>	<b>26004</b>
<b>Cost to Company : (CTC)</b>	<b>19013</b>	<b>228156</b>

Deduction: (Subjected to change)		
Employee Esi	119	1428
Provident	1527	18324

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Offer No : QS2904287

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<http://www.questcorp.com> | Toll Free No: 1800-572-3333



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*B. Bagul*

Employee Signature



Fund		
Professional Tax	200	2400
<b>Total Deduction</b>	<b>1846</b>	<b>22152</b>
<b>Net Take Home</b>	<b>15000</b>	<b>180000</b>

<b>Variable Component</b>		
Variable	7000	84000
<b>CTC(with variable)</b>	<b>26013</b>	<b>312156</b>
<b>Net Take Home(with variable)</b>	<b>22000</b>	<b>264000</b>

\*Variable Component is applicable only when target is accomplished

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*B. Bagul*

Employee Signature



Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3fY6yn>.

**User Id** - QS2904287

**Login** **Password** - password

**Transaction** **password** - password

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*B. Bagul*

Employee Signature



## DISCLAIMER

**To whomsoever it may Concern**

I, BHAGYASHRI JAGAN BAGUL , Offer ID QS2904287, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

**Associate Name:**

**Associate Signature:**

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Offer No : QS2904287

### QUESS Corp Limited

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**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.

*Bhagul*

Employee Signature



# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

**Date:** 04/22/2022

**Dhiraj Balasaheb Sonawane**

**C11017116**

**N-32,R-5,3/5,Samata Chowk, Ganesh Chowk ,Cidco,Nashik**

**9370079129**

**Dear Dhiraj Balasaheb Sonawane,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

**Fundamental Skill Primers Learning Module:** As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning incentive of INR 10,000.



After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

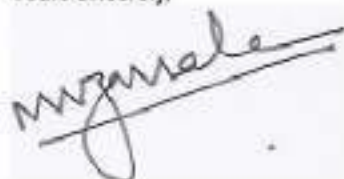
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Maheesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

**Dhiraj Balasaheb Sonawane**



## ANNEXURE I

### **COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500/-
Maximum Annual Total earning potential(A+B)	3,25,500/-
(C)## Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 5,000/-
Notional Insurance Premium paid by Company	INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 341800/-
(D)##Additional Discretionary Reimbursements	INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement	
(E)Optional opportunity to participate in the Employee Share Purchase Plan	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	

#### (A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,



amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**Note: For International Worker Only\***

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

**Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

**1. Medical:**

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to



review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**



**GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

**General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.



## **ANNEXURE II**

### **Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



#### **ANNEXURE IV - DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-complete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
**Dhiraj Balasaheb Sonawane**

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."





**CodSoft**  
Code.Create.Succeed

## INTERNSHIP OFFER LETTER

Date : 04/08/2023

ID:CS07WX28788

Dear,

**Tanaya Prakash Deshmukh**

We would like to congratulate you on being selected for the " **Java Programming**" internship position with "**CodSoft**". We at **CodSoft** are excited that you will join our team.

The duration of the internship will be of **4 weeks**, starting from **05 August 2023 to 05 September 2023**. The internship is an educational opportunity for you hence the primary focus is on learning and developing new skills and gaining hands-on knowledge. We believe that you will perform all your tasks/projects.

As an intern, we expect you to perform all assigned tasks to the best of your ability and follow any lawful and reasonable instructions provided to you.

We are confident that this internship will be a valuable experience for you, we look forward to working with you and helping you achieve your career goals.

Best of Luck!

**Thank You!**

**Team CodSoft**



MSME Registered

 [www.codsoft.in](http://www.codsoft.in)  
 [contact@codsoft.in](mailto:contact@codsoft.in)







Statement of Grade for

Master of Business Administration (P79) Examination: May/June 2023

Name: BHASKAR GURJAN SANTANU

Mother's Name: SUDAMA

PRN: 303117000120605

Seat Number: 1P79062346

College: K.T.H.M. COLLEGE, Nashik (54044)

Exam Center: 29

Exam Venue Code: 5404A

Course Code	Course Name	AM	UA	CA	Total	Gr	Gr	GP	EGP	Rank			
		Min/Max	Min/Max	Min/Max	Min/Max								
MBA101	Accounting and Finance for Managers	TH	-80	58	-70	16	40/100	72	4	A+	9.00	36.00	E,X
MBA102	Business Environment	TH	-80	70	-70	14	40/100	84	4	O	10.00	40.00	E,X
MBA103	Economics for Managers	TH	-80	78	-70	15	40/100	93	4	O	10.00	40.00	E,X
MBA104	Management Processes and Organisational Behaviour	TH	-80	74	-70	16	40/100	90	4	O	10.00	40.00	E,X
MBA105	Research Methodology and Communications	TH	-80	78	-70	15	40/100	97	4	O	10.00	40.00	E,X
Semester I		Credits:20		EGP:156.00		CGPA:7.80		Status: Pass					
MBA201	Business Ethics and Corporate Governance	TH	-80	32	-70	16	40/100	48	4	C	5.00	20.00	E,X
MBA202	Quantitative Techniques in Management	TH	-80	58	-70	12	40/100	71	4	A+	9.00	36.00	E,X
MBA203	Production and Operations Management	TH	-80	73	-70	19	40/100	92	4	O	10.00	40.00	E,X
MBA204	Marketing Management	TH	-80	42	-70	14	40/100	56	4	B+	7.00	28.00	E,X
MBA205	Human Resource Management	TH	-80	46	-70	14	40/100	60	4	A	8.00	32.00	E,X
GEN234	Communication Skills	TH	-80	60	-70	15	40/100	75	4	A+	9.00	36.00	E,X
Semester II		Credits:20		EGP:156.00		CGPA:7.80		Status: Pass					
MBA301	Strategic Management	TH	-80	48	-70	15	40/100	53	4	B+	7.00	28.00	E,X
MBA302	International Business And International Trade	TH	-80	35	-70	18	40/100	53	4	B	6.00	24.00	E,X
MMG301	Manufacturing	TH	-80	38	-70	15	40/100	51	4	B	6.00	24.00	E,X

Strategy													
MMG302	Supply Chain Management	TH	-80	48	-70	16	40/100	55	4	B+	7.00	28.00	E,X
MMG303	Production Planning & Control	TH	-80	38	-70	15	40/100	71	4	A+	9.00	36.00	E,X
Semester III		Credits:20		EGP:140.00		CGPA:7.00		Status:Pass					
MBA401	Business Laws	TH	-80	42	-70	16	40/100	58	4	B+	7.00	28.00	E,C
MBA402	Management Information System	TH	-80	57	-70	16	40/100	73	4	A+	9.00	36.00	E,C
MMG401	Total Quality Management & Six Sigma	TH	-80	42	-70	13	40/100	55	4	B+	7.00	28.00	E,C
MMG402	Project Management	TH	-80	38	-70	14	40/100	52	4	B	6.00	24.00	E,C
MMG403	Enterprise Resource Planning	TH	-80	44	-70	15	40/100	59	4	B+	7.00	28.00	E,C
GEN203	Value Education	TH	-80	42	-70	16	40/100	58	4	B+	7.00	28.00	E,C
PSTP40	Project Work	PR	66/100	125	-	-	-	128	8	A	8.00	64.00	E,C
Semester IV		Credits:28		EGP:208.00		CGPA:7.43		Status:Pass					
Total Credits : 88		Total EGP : 780.00		CGPA : 7.55		Status : Pass							
Cumulative Grade : A		Definitive : Not Applied											
Research Area: Manufacturing Management													
Abbreviations: Gr- Grade, CGPA- Semester Grade Point Average, CGPA- Cumulative Grade Point Average, EGP- Earned Grade Points, E- Exempted, C- Current Appearance, X- Not Performance, N- Not Enrolled, C- Condonation Applied, M- Performance cancelled, -/- Person With Disability/WHDC- College Assessment, UA- University Assessment, AM- Assessment Method, TH- Theory, PR- Practical, YR- Visit/Visit, ST- Study, E- Exempted/Exempted and approved, Rank- Remarks, Cr- Credit, GP- Grade Point, CO- Completed, IC- Incomplete.													
Result Declared On: 03 Jul 2023													

Disclaimer:

- These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- This Provisional statement shall not be used for any other purpose other than admission.
- Concerned Faculty/College admitting the student must verify the true state of this Provisional Result from <https://ymou.digitaluniversity.ac/>
- In case of any query, please contact university authorities for further clarifications.





## Kareena Sharad Chikhale

Senior Analyst

kareena9096@gmail.com

9096461719



31 Jul, 2023

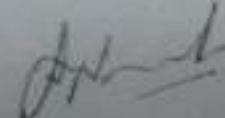
**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Gaurav Jitendra Chaudhari** was working with us as a **Trainee Software Engineer** from 01 Feb, 2023 till 31 Jul, 2023.

During his tenure with us, we have found him sincere and diligent in his duties and responsibilities. He was responsible, hardworking, and committed to his work. His contributions are valuable to our organization.

We wish him all the best in his future endeavors and hope that he will have a very successful career.

For Narola Infotech Solutions LLP



Mr. Ashish Narola  
(CEO)





**ADFLIX MEDIA PVT. LTD**

Ref: 2022-23/1641

Date: 06/02/2023

**JOINING LETTER  
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Miss. Vaishnavi Dilip Dangat** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing her Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR  
hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)





**ADFLIX MEDIA PVT. LTD**

Ref: 2022-23/1642

Date: 06/02/2023

**JOINING LETTER  
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Miss. Sanjivani Shuddhodhan Pandey** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR  
hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)





## JOIN INDIAN NAVY

Directorate of Manpower  
Planning & Recruitment  
C WING  
IHQ-MoD(Navy)  
Sena Bhawan,  
New Delhi 110011

11 Nov 22

### **CALL LETTER FOR RECRUITMENT MEDICAL EXAMINATION CUM ENROLMENT IN THE INDIAN NAVY - AGNIVEER (SSR) 01/2022 BATCH**

Dear **Devyani Kishor Adhalkar**,

1. This is to inform you that you have been provisionally selected for recruitment in the Indian Navy for **Agniveer (SSR) 01/2022** batch. Your enrolment will be subject to your clearing the recruitment medical examination and various tests (Screening, Entry Behavior test, etc.) being conducted for the particular entry as applicable, on arrival at INS Chilka.
2. You are to report to the Recruiting Office, INS Chilka on **26/11/22 06:30 hrs.**
3. You have been appointed against your registration number **G2900218NL**.
4. Your present selection will stand cancelled and you will have no claim for enrolment in the Indian Navy, on any of the following grounds:
  - (a) If you are found medically unfit.
  - (b) In case you fail to report on the date and time mentioned at Para 2 of this letter.
  - (c) Failure to bring with you the documents/ items mentioned in the joining instructions.
  - (d) Particulars / Information uploaded or declared during application process not matching with original documents.
  - (e) Failure to bring **original NCC Certificate** by candidate who have applied as NCC Certificate holder.
5. Please get your Pre-Enrolment police verification certificate completed, duly signed by police authority, and bring the same to INS Chilka.
6. Your basic training at INS Chilka will cover the following:
  - (a) Academic and service subjects.
  - (b) Sports Activities.
  - (c) Outdoor training such as Parade Training, Sailing, Boat Pulling, Swimming, Cross-Country, Trekking, Firing etc.
  - (d) Service oriented activities including maintenance of equipment, living spaces, training areas etc.
7. You are liable to be discharged as 'unsuitable' if your progress or conduct is unsatisfactory in any field during probationary / training period, in accordance with Regulation 278 (4) of the Regulations for the Indian Navy Part III (Statutory).
8. Post enrolment during the period of training and thereafter, if certain diseases/ ailments are detected which were not detected during induction medical, you will be invalided out from the service through a Medical Board as per current orders.
9. During your training period and thereafter, you will be entitled to full pay and allowances, entitled uniforms, food and accommodation. On completion of training you will be entitled to the laid down services and benefits as provided for, in the regulations. Your service conditions will be governed by current orders.

#### **Warning against impersonation**

Candidates' identity will be verified using technological means and biometrics. If impersonation is detected, concerned candidates will be disqualified at any stage of selection, training or service and debarred from further selection opportunities. Also, candidates involved will be prosecuted under IPC Sections 420 (Cheating), 467 (Forgery of valuable security), 468 (Forgery for cheating) and 471 (Using genuine as forged).

#### **NOTE:**

1. This is a computer generated report and does not require signature.
2. Please download the joining instructions for further action.



Ms.Mitali Pardeshi

BK kochur tal raver  
Jalgaon Maharashtra

### Offer Letter

Dear Mitali,

With reference to your application and the subsequent interview you had with us, we confirm our intent to offer you a position of **Associate Analyst** at our **Thane office** on the following terms:

**Salary:** Your Total Compensation will be **₹ 250,000/- (Rupees Two Lac(s) Fifty Thousand Only)** per annum.

The detailed break-up of this compensation is specified in Annexure I.

**Joining date:** As discussed and agreed, you will join not later than **23-Nov-2021**.

**Training Period:** If required, you will be provided job-skill training related to your function. All such training(s) will be evaluated on a periodic basis and the feedback/result will be shared as appropriate. In the event your evaluation results are not satisfactory; the company reserves the right to terminate your services with immediate effect.

**Validity of the offer:** This offer is valid till receipt of satisfactory responses/feedback during reference and background checks made with your previous employer(s) and is subject to

1. Your acceptance of this offer within one week of receiving it and
2. Your joining on or before **23-Nov-2021**. However, the Company may extend your last date of joining.

A detailed Appointment Letter will be issued to you separately.

**Submission of Documents:** As part of your joining formalities, you are required to submit the following documents on your date of joining:

Copy of SSC, HSC, Graduation (**all semester**) and Post-Graduation (**all semester**) marksheets & degree certificates

1. Copy of relieving letter/experience certificate/accepted copy of resignation letter from your previous employer, if applicable
2. Copy of last three months' salary slips from your previous employer, if applicable
3. Copy of your PAN Card and Aadhar Card (mandatory)
4. Copy of Residence proof (Driving License, Leave & License Agreement, Ration Card or Passport)
5. Four passport size photographs in white background





**Application Square**

ASPIRE PINNACLE SEAMLESS

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(CIN - U72900MH2015PTC261723)

To,

Ms. Dipali Bharat Gaikwad,

Nashik, Maharashtra

422010

**Subject – Internship Joining letter**

Dear Ms. Dipali Bharat Gaikwad,

We are pleased to inform you about your selection in our organization for an **Internship in Web App Development**. Your Joining Date is - **28/02/2023**.

We take this opportunity to welcome you into our organization and look to a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

**Best of Luck!!!**

APPLICATION SQUARE INFOTECH PVT. L

 DIRECTOR





23-Jan-2022

Dear Omkar Vilas Dighe,  
B.Sc, Computer Science  
Bhonsala Military College, Nashik

**Candidate ID – 19678277**

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





**HUB Notifications** 9 Jul

to Amrut, me ▾



Dear Associate,

Congratulations and a warm welcome to TechM family!

We are proud and delighted to have you onboard. You are Joining a group that offers abundant opportunities and ample growth prospects and we wish you all the best in your journey ahead!

For continuous improvement, we would like you to provide feedback on the joining formalities with TechM. Kindly take some time and provide your feedback & submit it within 5 working days.

[Onboarding Feedback](#)

Once again, we welcome you to the team and wish you a fulfilling career at Tech Mahindra.

**Best Wishes,**

**Onboarding Team**



Date: 17 Feb 2022

Ref: HIR\_BSCIND/20221702-01

Dear, Rishikesh Deshmane

Congratulations!

We are pleased to offer you the position of Software Developer in grade B-1 with us.

Your internship shall commence with effect from 21st Feb 2022. In the event you fail to join on or before the date, this offer shall stand terminated unless extended at the sole discretion of the Company.

You will be governed by the terms and conditions in the letter of Appointment (Annexure II), as well as policies and practices adopted by the company from time to time. You will be expected to sign & abide by the Non-Disclosure Agreement ("NDA") as provided at the time of joining.

This offer is valid for a period of 7 days from the date of this offer letter. Please confirm your acceptance and date of joining by signing the duplicate in the appropriate places and returning it to us at the earliest.

We are confident that you will make an outstanding contribution. We also believe you will find the experience of joining us exciting and rewarding, both professionally and personally.

We look forward eagerly to welcoming you in B.S.C family...!

**For Bindroo Software and Consultants Private Limited,**  
**Mrs. Vijay Bazaz**  
Head Talent search and Deployment  
Bindroo Software and Consultants Pvt. Ltd.





## ANNEXURE - 1

<b>Emp Name :</b>	Mansi Bhavar
<b>Designation:</b>	Analyst
<b>WEF</b>	1-Dec-22

Salary Heads	Per Month	Per Annum
<b>Fixed Components (FC)</b>	<b>39,266</b>	<b>4,71,188</b>
Basic Salary	12,500	1,50,000
HRA	6,250	75,000
Hybrid Workplace Allowance	1,000	12,000
Special Allowance	18,416	2,20,988
Food Coupon	1,100	13,200
LTA	-	-
<b>Variable Components (VC)</b>		-
		-
<b>Retirols &amp; Mediclaim (RM)</b>	<b>2,401</b>	<b>28,812</b>
Co. Contribution to Provident Fund	1,800	21,600
Gratuity	601	7,212
<b>Bonus + (B)</b>	-	-
<b>Total Compensation (TC)</b>	<b>41,667</b>	<b>5,00,000</b>
<b>Gross Compensation before Deductions (TC - RM)</b>	<b>39,266</b>	<b>4,71,188</b>
<b>Net Take Home Before Taxes (Gross - Employee PF) **</b>	<b>37,466</b>	<b>4,49,588</b>
<b>Plus Benefits</b>		
Mediclaim Premium		15,718
Telephone & Internet Reimburse of actuals upto Rs.1000 per month as over and above CTC	1,000	12,000

\* Based on Company and Self Performance

\*\* Taxes as applicable



annalect





✉ [hr@celebaltech.com](mailto:hr@celebaltech.com)  
[enterprisesales@celebaltech.com](mailto:enterprisesales@celebaltech.com)

🌐 [www.celebaltech.com](http://www.celebaltech.com)

☎ 0141-4700659

📍 India: A-2 7th floor, UDB Corporate Tower,  
J.L.N. Marg, Jaipur

## STRICTLY CONFIDENTIAL

Date: 6-February-2023

Name: Rajat Tiwari

Location: Pune, Maharashtra

Country: India

Joining Code: CH23/RA/DYPP/0223/618

PPO Code: CH23/RA/DYPP/1123/618

### Subject: Letter of Intent ("LOI")

Dear Rajat,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1 <sup>st</sup> November, 2023
Designation:	Associate
Place of Posting:	Pune, Maharashtra
<b>Total Compensation:</b>	INR 6,00,000/- (Rupees Six Lakh Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.

The formal employment letter will be issued on the Date of Joining as per Company's standard process.

The Date of Joining and Training Date may vary as per the Date of Exams.

Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

*RAJAT TIWARI*



Best Regards,



Tejal Mangal  
Sr. Executive  
Human Resources

---

Acceptance:

The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



(Signature)  
Name:

Date:

---

### Annexure A

**Date of Offer:** 1<sup>st</sup> November 2023

**Term Sheet:**

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 6-February-2023

Name: Rajat Tiwari

Company: Celebal Technologies Private Limited

Position: Associate



**Salary Structure:**

	(figures in Rs./Yr)
Element	Current
Basic	₹ 2,48,536
HRA	₹ 99,414
PF (12% of Basic-Employee)	₹ 21,600
Fixed/Other Allowance	₹ 1,05,922
<b>Total Fixed Cash</b>	<b>₹ 4,75,472</b>
PF (12% of Basic-Employer)	₹ 21,600
<b>Total Fixed Compensation</b>	<b>₹ 4,97,072</b>
<b>Other Compensation Benefits</b>	
Health Benefit (Medical)	₹ 2,928
<b>Variable Pay</b>	
Performance Bonus*	₹ 50,000
<b>Total CTC per month</b>	<b>₹ 50,000</b>
<b>Total CTC</b>	<b>₹ 5,50,000</b>

\*Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.

\*You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.

\*The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.

**Notes:**

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,  
For Celebal Technologies:

Tejal

Tejal Mangal  
Sr. Executive  
Human Resources

RAJAT TIWARI





August 10, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Mansi Patil,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,  
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen  
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

**Terms & Conditions of Scholarship**

**1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering institution / University** upon successful completion of the course.

**2. DURATION:**



- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
  - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm.
  - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
  - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
  - xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
  - xiv. Not attending classes for reasons like medication the job training late coming/personal problems and other similar reasons would be treated as absenteeism.
  - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
  - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
  - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure.
  - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
  - xix. The 8th semester of study is fully devoted for dissertation / project work.
  - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation.
  - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
  - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
  - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
  - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
  - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
  - xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
  - xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

## 8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
  - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
  - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
  - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
  - xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
  - xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
  - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
  - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
  - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
  - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
  - xix. The 8th semester of study is fully devoted for dissertation / project work
  - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
  - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
  - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
  - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
  - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
  - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
  - xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
  - xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

#### 8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

### 3. Appointment details:

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.

### 4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(\*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.



You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

#### **Book Allowance:**

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

#### **5. Training Agreement:**

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

#### **6. PROJECT READINESS PROGRAM (PRP)**

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

#### **7. Regulations of Academic study:**

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8<sup>th</sup> semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.



- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
  - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
  - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
  - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
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  - xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
  - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
  - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
  - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
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  - xix. The 8th semester of study is fully devoted for dissertation / project work
  - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
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  - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
  - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
  - xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
  - xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

#### 8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
  - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
  - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
  - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

## 9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.



i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

## **11. Assignment of Intellectual Property**

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## **12. Posting**

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

## **13. Misconduct:**

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

**20** Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

## **14. Cancellation of Enrolment:**

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

## **15. Study Hours:**

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro's other establishments/outourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual instructor Led Training and Self-Directed / Recorded lecture sessions.



**General:**

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

**17. On Completion/Cancellation of Academic Program:**

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

**18. Acceptance of Enrolment Letter:**

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



**Aparna Shallen**  
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

**ANNEXURE I****CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)**

I Mansi Patil, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:



- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE II**

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

## **ANNEXURE – III**

### **INITIAL INDUCTION PROGRAM**

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

#### **Corporate Readiness Program - CRP**

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

#### **Technology Readiness Program - TRP**

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

## **ANNEXURE – IV**

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

#### **Travel**



- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

#### Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

**Skill Preferences 1 : CEP-SAP-ABAP**

**Skill Preferences 2 : CEP-SAP-BASIS**

**Skill Preferences 3 : DAAI -Cloud & Digital Database**

**Location Preferences 1 : Pune**

**Location Preferences 2 : Mumbai**

**Location Preferences 3 : Bangalore**

☒ Accept ☐ Decline

☒ **Signature Mansi Patil 10/8/2022 10:26 PM**

(checking the checkbox above is equivalent to a handwritten signature)

#### **Registered Office:**

**Wipro Limited** T :+91 (80) 2844 0011

**Doddakannelli** F :+91 (80) 2844 0054

**Sarjapur Road** E :info@wipro.com

**Bengaluru 560 035** W :wipro.com

**India** C :L32102KA1945PLC020800

24589270



13<sup>th</sup> January 2023

Dear Abhishek Madhav Lele,

**Sub: Letter of Engagement as Intern**

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

**1. Nature of Engagement:**

You will be engaged as an **Intern at Wipro.**



**2. Duration of Internship:**

The duration of internship will be from **17<sup>th</sup> January 2023 to 15<sup>th</sup> July 2023**. In addition to the training and mentoring offered to you during the internship, Wipro shall also evaluate your performance. Your internship shall automatically come to an end on completion of the internship period as elucidated above, unless extended in writing by Wipro.

**3. Assessment Internship:**

Your performance shall be assessed during the course of the internship program. Depending upon the final assessment, you may be offered employment with Wipro.

However, your participation in the internship program with or without successfully completing the same should not be construed as an offer or promise of employment with Wipro. Likewise, it does not entitle you, in any way, to seek employment with Wipro.

**4. Discretion of Wipro:**



The decision to make an offer of employment or otherwise lies at the sole discretion of Wipro. It shall be final and binding. You shall have no right to contest the same.

**5. Stipend:**

During the internship period, you will be eligible to receive stipend of **INR 15,000/- per month**. The payment of stipend is linked to your attendance and absence from work will result in a pro rata deduction in the stipend.

**6. Verification Report:**

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



wipro



**Abhishek  
Lele  
40152452**





1

Shri Akhilesh Mahesh Pandit, Temporary Washerman is serving in this establishment wef 05 Jan 2023. As per his service document held in this office, the service particulars is given as under :-

- |     |                     |   |  |
|-----|---------------------|---|--|
| (a) | No. Rank & Name     | - | NYA Washerman<br>Shri Akhilesh Mahesh Pandit |
| (b) | Date of Birth       | - | 16 Jun 1998                                  |
| (c) | Date of Appointment | - | 05 Jan 2023                                  |
| (d) | Date of Retirement  | - | 30 Jun 2058                                  |

Official Address	Permt Address
Adm Branch (Civ) HQ School of Artillery, Devlali - 422 401	RH - 5PL No 71/72/73 SR No 191/2A Guruprasad Row House Tal & Dist - Nashik PIN - 422 012

2. His attested photograph is pasted below.

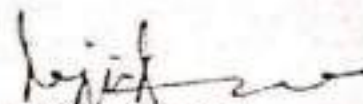


3. This certificate is issued for the purpose of opening the new bank account and CS Canteen Smart Card.

Station : Devlali

Date : 25 Jan 2023



  
(Rajiv Anand)  
Col  
Offg Adm Officer  
For Commandant



7401/ADMAW


05 Jan 2023

Akhilesh Mahesh Pandit  
RH-SPL No 71/72/73/ SR No 181/2A  
Garuprasad Row House  
Teh & Dist - Nashik  
PIN - 422 012

**APPOINTMENT LETTER - CIVILIAN EMPLOYEES**

1. You have been appointed provisionally and temporarily in the capacity of **Washerman** with effect from **05 Jan 2023 (FN)**.
2. You will receive pay and allowances in the **Pay level 1 Rs 18000/-** per month as per **7<sup>th</sup> CPC Pay Matrix (CCS Revised Pay Rules, 2016)**.
3. The appointment is provisional and is subject to the educational and caste certificate being verified through the proper channels. If the verification reveals that your claim of educational and caste certificate are false, your services will be terminated forthwith, without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificate.
4. You will be disqualified for Govt service in case you have more than one spouse living.
5. You will be on probation for a period of two years and during probation period your services are liable to be terminated at any time without giving any reasons or after one month notice or pay in lieu of notice.
6. You will be a full time employee of Central Govt and during your service you will not engage or associate yourself in any other business and occupation directly or indirectly.
7. You are hereby informed that in the event of adopting a religion other than Hinduism or Sikhism, you will intimate the appointing authority immediately after such change.
8. Further you are informed that you are liable to be transferred to any of the station in India.



  
(Raj V Arland)  
Col  
Offg Adm Officer  
For Dy Comdt & CI





## Offer Letter

Date : Monday, December 5, 2022

Dear Pooja Vishnu Kandekar,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Faculty - Tutoring** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Academics - BTC** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (Annexure A). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Friday, December 16, 2022. Your onboarding details will be communicated by BYJU'S Onboarding Team. Post acceptance of the offer. In case you do not report at your job on or prior to Friday, December 16, 2022, the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

Designation	Faculty - Tutoring
Department	Academics - BTC
Employment Type	Regular
Work Location	Dhule

Fixed Compensation: ₹ 450000  
Variable Compensation: ₹ 50000  
Total Annual Cost to Company : ₹ 500000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, December 16, 2022, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R  
Head - Human Resources



Compensation Details	
Name	Pooja Vishnu Kandekar
Designation	Faculty - Tutoring
Date Of Joining	Friday, December 16, 2022
Annual Cost To Company(CTC)	₹ 500000
Fixed Compensation	₹ 450000
Variable Compensation	₹ 50000
Earnings	
Component Category	Annual
Basic Pay	₹225,000.00
House Rent Allowance	₹112,500.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹78,900.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹12,000.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution )	₹428,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹406,800.00

\*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

\*\*Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

\*\*\*PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

#### Bonuses (As Applicable)

Joining Bonus : ₹ 0    Retention Bonus : ₹ 0    Relocation Bonus : ₹ 0

#### Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances



- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

*This clause is applicable only if the Joining Bonus component in the above structure is non-zero.*

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

*This clause is applicable only if the Retention Bonus component in the above structure is non-zero.*

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

*This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.*

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

*This clause is applicable only if there has been a notice-period buyout by BYJU'S.*

9. Probation – On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 60 days. You are also at liberty to resign from the services of the Company by giving 60 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period – After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 60 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 60 days of notice in writing, or by payment of 60 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 60 days of notice in writing or 60 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of



Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

#### Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

#### General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income





(An ISO 9001:2015 Company)

# Sumago Infotech Pvt. Ltd.

*Strives With Technology...*

SumagoInfotech/Appointment/Internship-2020/002

01-01-2020

To,  
Ms. Pranali Kale  
Purohit Park-B, Ratan Lane,  
Trimbakeshwar, Nashik

**Sub: Your Appointment in this Company as a Trainee Software Developer.**

Dear Pranali,

With reference to your application and subsequent interview you had with us, the management is pleased to appoint you as a Trainee Software Developer in our organization with effect from **01<sup>st</sup> January 2020.**

This appointment is subject to the following terms and conditions:-

1. You shall be governed by the Rules and Regulations of this Company as decided by the Management from time to time.
2. You shall require to complete an internship period of Six Months with effect from the date of joining. The management, however, reserves the right to extend the period of your internship.
3. Your case will be reviewed for employment in our company on expiry of the internship; if however, your conduct and/or performance are found satisfactory. If your conduct and/or performance is not found satisfactory or if you are found otherwise unsuitable, your service will be terminated by the management any time during the internship period or on the expiry of the said period as the case may be without assigning any reason.
4. During internship period you will not be entitled for any fixed stipend. But your stipend will be based on performance of duty if found satisfactory, during the internship in terms of efficiency, regularity etc.
5. During internship period you will not be entitled for any leave.



**TO WHOME SO EVER IT MAY CONCERN.**

This is to certify that Rohit B. Pawar student of MSc. (Computer Science) from Bhonsala Military College, Nashik., is working on the Project as well as Industrial Training in WinLinTech Solutions Pvt Ltd. Pune from 3rd June 2019 to till date.

Rohit is currently working on a Project in our organization under the mentorship of our Sr. Admins and other Employees.

Here are his project details -

- A. Project Title: Linux Windows Technical Support.
- B. Technologies Used: Various types of flavours in RHEL Linux (Centos 6 & 7, ubuntu 16 & 18, Debian 8 & 9), Various types of flavours in Windows (2003, 2008 R2, 2010, 2012 R2).
- C. Brief Description of the Project: It's a Technical Support project in which troubleshooting issues related to Dedicated servers, VPS and VM. Issue related to networking, OS re-installation, IP configuration as per client requirements. Monitoring tool, Backup management, Administration and Management of user account and access controls.
- D. User Base: All age group people.

During his project, we found he is capable, professional and Hardworking.

  
Supriya Aher  
Project Manager

WinLinTech Solutions Pvt Ltd. Pune



# TechSmartAutomation

"We Create,Imagine and Innovate"

Nashik Office : 2,Pingle Complex,

Canada Corner

Nashik

Website: <http://www.techsmartautomation.com>

Mob: +91 9028589163

To,

Date:27-12-2019

Dear Kalyani Wakchaure

We are pleased to offer you the position of "Software Developer" in our facility at Nashik,Maharashtra,

We are also providing Sponsorship to their respective project.  
India.

The terms and condition of your employment are as follow:

- 1.You abide by Rules and Regulation of the company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. You will be required to apply and maintain the highest of personal conduct and integrity.
- 2.On joining the Company, a formal agreement to effect non-disclosure of any confidential/proprietary information and agreement of employment shall be executed by you. You will also keep us duly informed if you are bound by confidentiality agreement with any prevision employers,in which case you shall keep us indemnified any breach thereof by you.
3. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business, except prior approval obtained in writing.
- 4.While we hope and expect that this will be the beginning of a long and rewarding employment relationship, this letter is not be construed as a guarantee of employment by TechSmartAutomation or by the parent Company for any specified period or length of time. No one at TechSmartAutomation, India is empowered, unless specifically authorized by the Board of Director, to make promise, express or implied, that employment is for any minimum or term.
5. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.
6. Whenever there is change/update in your personal information, you shall notify the Company in writing within three days time.



# TechSmartAutomation

"We Create, Imagine and Innovate"

Nashik Office : 2, Pingle Complex,

Canada Corner

Nashik

Website: <http://www.techsmartautomation.com>

Mob: +91 9028589163

To,

Date: 27-12-2019

Dear Santosh Vishwakarma

We are pleased to offer you the position of "Software Developer" in our facility at Nashik, Maharashtra,

We are also providing Sponsorship to their respective project. India.

The terms and condition of your employment are as follow:

1. You abide by Rules and Regulation of the company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. You will be required to apply and maintain the highest of personal conduct and integrity.

2. On joining the Company, a formal agreement to effect non-disclosure of any confidential/proprietary information and agreement of employment shall be executed by you. You will also keep us duly informed if you are bound by confidentiality agreement with any provision employers, in which case you shall keep us indemnified any breach thereof by you.

3. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business, except prior approval obtained in writing.

4. While we hope and expect that this will be the beginning of a long and rewarding employment relationship, this letter is not be construed as a guarantee of employment by TechSmartAutomation or by the parent Company for any specified period or length of time. No one at TechSmartAutomation, India is empowered, unless specifically authorized by the Board of Director, to make promise, express or implied, that employment is for any minimum or term.

5. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.

6. Whenever there is change/update in your personal information, you shall notify the Company in writing within three days time.



# TechSmartAutomation

"We Create,Imagine and Innovate"

Nashik Office : 2,Pingle Complex,

Canada Corner

Nashik

Website: <http://www.techsmartautomation.com>

Mob: +91 9028589163

To,

Date:27-12-2019

Dear Anudeep Sonar

We are pleased to offer you the position of "Software Developer" in our facility at Nashik,Maharashtra,

We are also providing Sponsorship to their respective project.  
India.

The terms and condition of your employment are as follow:

1.You abide by Rules and Regulation of the company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. You will be required to apply and maintain the highest of personal conduct and integrity.

2.On joining the Company, a formal agreement to effect non-disclosure of any confidential/proprietary information and agreement of employment shall be executed by you. You will also keep us duly informed if you are bound by confidentiality agreement with any provision employers,in which case you shall keep us indemnified any breach thereof by you.

3. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business, except prior approval obtained in writing.

4.While we hope and expect that this will be the beginning of a long and rewarding employment relationship, this letter is not be construed as a guarantee of employment by TechSmartAutomation or by the parent Company for any specified period or length of time. No one at TechSmartAutomation, India is empowered, unless specifically authorized by the Board of Director, to make promise, express or implied, that employment is for any minimum or term.

5. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.

6. Whenever there is change/update in your personal information, you shall notify the Company in writing within three days time.



# TechSmartAutomation

"We Create,Imagine and Innovate"

Nashik Office : 2,Pingle Complex,

Canada Corner

Nashik

Website: <http://www.techsmartautomation.com>

Mob: +91 9028589163

Date:27-12-2019

To,

Dear Rushikesh Patil

We are pleased to offer you the position of "Software Developer" in our facility at Nashik,Maharashtra,

We are also providing Sponsorship to their respective project.  
India.

The terms and condition of your employment are as follow:

- 1.You abide by Rules and Regulation of the company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. You will be required to apply and maintain the highest of personal conduct and integrity.
- 2.On joining the Company, a formal agreement to effect non-disclosure of any confidential/proprietary information and agreement of employment shall be executed by you. You will also keep us duly informed if you are bound by confidentiality agreement with any prevision employers,in which case you shall keep us indemnified any breach thereof by you.
3. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business, except prior approval obtained in writing.
- 4.While we hope and expect that this will be the beginning of a long and rewarding employment relationship, this letter is not be construed as a guarantee of employment by TechSmartAutomation or by the parent Company for any specified period or length of time. No one at TechSmartAutomation, India is empowered, unless specifically authorized by the Board of Director, to make promise, express or implied, that employment is for any minimum or term.
5. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.
6. Whenever there is change/update in your personal information, you shall notify the Company in writing within three days time.





# Application Square

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(Reg No.27CLKPA5333F1ZC)

To Whom It May Concern

## Internship Letter

Dear Ms.Rupali Namdev Gangode,

We are pleased to inform you about your selection in our organization as a **Trainee PHP Developer** as on **1/12/2019**.

The Salary and terms as stated with privacy agreement of the company

We take this opportunity to welcome you into our organization and look for a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

From, APPLICATION SQUARE INFOTECH PVT. LTD.

Application Square Pvt. Ltd.,

Yogesh Aher

Director

DIRECTOR





# Application Square

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(Reg No.27CLKPA5333F1ZC)

To Whom It May Concern

## Internship Letter

Dear Ms. Bhavna Milind Sanase,

We are pleased to inform you about your selection in our organization as a Trainee PHP Developer as on 1/12/2019.

The Salary and terms as stated with privacy agreement of the company

We take this opportunity to welcome you into our organization and look for a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

From, APPLICATION SQUARE INFOTECH PVT. LTD.

Application Square Pvt. Ltd.,  
Yogesh Aher  
Director

DIRECTOR





# Application Square

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(Reg No.27CLKPA5333F12C)

To Whom It May Concern

## Internship Letter

Dear Ms. Supriya Sanjay Pawar,

We are pleased to inform you about your selection in our organization as a Trainee PHP Developer as on 1/12/2019.

The Salary and terms as stated with privacy agreement of the company

We take this opportunity to welcome you into our organization and look for a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

From, APPLICATION SQUARE INFOTECH PVT. LTD.  
Application Square Pvt. Ltd.,  
Yogesh Aher  
Director

DIRECTOR





# Application Square

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(Reg No.27CLKPA5333F12C)

To Whom It May Concern

## Internship Letter

Dear Ms. Niranjan Rana Singh,

We are pleased to inform you about your selection in our organization as a Trainee PHP Developer as on 1/12/2019.

The Salary and terms as stated with privacy agreement of the company

We take this opportunity to welcome you into our organization and look for a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

APPLICATION SQUARE INFOTECH PVT. LTD.

From,

DIRECTOR

Application Square Pvt. Ltd.,

Yogesh Aher

Director





# Application Square

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(Reg No.27CLKPAS333F1ZC)

To Whom It May Concern

## Internship Letter

Dear Ms. Shivani Rajendra Pathak,

We are pleased to inform you about your selection in our organization as a **Trainee PHP Developer** as on 1/12/2019.

The Salary and terms as stated with privacy agreement of the company

We take this opportunity to welcome you into our organization and look for a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

From, APPLICATION SQUARE INFOTECH PVT. LTD.

Application Square Pvt. Ltd.,

Yogesh Aher

Director

DIRECTOR





Statement of Grade for

Master of Business Administration (MBA) Examination: May/June 2023

Name: BHASKAR SUDHART SANGAM

Mother's Name: SCDMA

PRN: 1001117000120605

Seat Number: IP7902266

College: K.J.SOM. COLLEGE, Nashik (54044)

Exam Center: 29

Exam Venue Code: 5404A

Course Code	Course Name	AM	IA	CA	Total	Gr	Gr	GP	EGP	Rank			
		Min/Max	Min/Max	Min/Max	Min/Max								
MBA101	Accounting and Finance for Managers	TH	-80	58	-70	18	40/100	72	4	A+	9.00	36.00	E,X
MBA102	Business Environment	TH	-80	70	-70	14	40/100	84	4	B	10.00	40.00	E,X
MBA103	Economics for Managers	TH	-80	78	-70	15	40/100	93	4	B	10.00	40.00	E,X
MBA104	Management Processes and Organisational Behaviour	TH	-80	74	-70	16	40/100	90	4	B	10.00	40.00	E,X
MBA105	Research Methodology and Communications	TH	-80	78	-70	15	40/100	97	4	B	10.00	40.00	E,X
Semester I		Credits:20		EGP:156.00		CGPA:7.80		Status: Pass					
MBA201	Business Ethics and Corporate Governance	TH	-80	32	-70	16	40/100	48	4	C	5.00	20.00	E,X
MBA202	Quantitative Techniques in Management	TH	-80	58	-70	12	40/100	71	4	A+	9.00	36.00	E,X
MBA203	Production and Operations Management	TH	-80	73	-70	19	40/100	92	4	B	10.00	40.00	E,X
MBA204	Marketing Management	TH	-80	42	-70	14	40/100	56	4	B+	7.00	28.00	E,X
MBA205	Human Resource Management	TH	-80	46	-70	14	40/100	60	4	A	8.00	32.00	E,X
GEN234	Communication Skills	TH	-80	60	-70	15	40/100	75	4	A+	9.00	36.00	E,X
Semester II		Credits:20		EGP:156.00		CGPA:7.80		Status: Pass					
MBA301	Strategic Management	TH	-80	48	-70	15	40/100	53	4	B+	7.00	28.00	E,X
MBA302	International Business And International Trade	TH	-80	35	-70	18	40/100	53	4	B	6.00	24.00	E,X
MMG301	Manufacturing	TH	-80	38	-70	15	40/100	51	4	B	6.00	24.00	E,X

Strategy													
MMG302	Supply Chain Management	TH	-80	48	-70	16	40/100	55	4	B+	7.00	28.00	E,X
MMG303	Production Planning & Control	TH	-80	38	-70	15	40/100	71	4	A+	9.00	36.00	E,X
Semester III		Credits:20		EGP:140.00		CGPA:7.00		Status:Pass					
MBA401	Business Laws	TH	-80	42	-70	16	40/100	58	4	B+	7.00	28.00	E,C
MBA402	Management Information System	TH	-80	57	-70	14	40/100	73	4	A+	9.00	36.00	E,C
MMG401	Total Quality Management & Six Sigma	TH	-80	42	-70	13	40/100	55	4	B+	7.00	28.00	E,C
MMG402	Project management	TH	-80	38	-70	14	40/100	52	4	B	6.00	24.00	E,C
MMG403	Enterprise Resource Planning	TH	-80	44	-70	15	40/100	59	4	B+	7.00	28.00	E,C
GEN203	Value Education	TH	-80	42	-70	16	40/100	58	4	B+	7.00	28.00	E,C
PSTV01	Project Work	PR	64/100	128	-	-	-	128	8	A	8.00	64.00	E,C
Semester IV		Credits:28		EGP:208.00		CGPA:7.43		Status:Pass					
Total Credits : 88		Total EGP : 780.00		CGPA : 7.55		Status : Pass							
Grade : A		Orbitance : Not Applied											
Research Area: Manufacturing Management													
Abbreviations: Gr: Grade, CGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Not Performance, N: Not Enrolled, C: Continuation Applied, M: Performance cancelled, /: Person With Disability(WB)/CA: College Assessment, IA: University Assessment, AM: Assessment Method, TH: Theory, PR : Practical, VT: Visit/Vice, ST: Study, C: Exemption obtained and approved, Rank: Remarks, Cr: Credit, GP: Grade Point, CO: Completed, IC: Incomplete													
Result Declared On: 03 Jul 2023													

Disclaimer:

- These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- This Provisional statement shall not be used for any other purpose other than admission.
- Concerned Faculty/College admitting the student must verify the true state of this Provisional Result from <https://ymou.digitaluniversity.ac/>
- In case of any query, please contact university authorities for further clarifications.





## Kareena Sharad Chikhale

Senior Analyst

kareena9096@gmail.com

9096461719



31 Jul, 2023


**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Gaurav Jitendra Chaudhari** was working with us as a **Trainee Software Engineer** from 01 Feb, 2023 till 31 Jul, 2023.

During his tenure with us, we have found him sincere and diligent in his duties and responsibilities. He was responsible, hardworking, and committed to his work. His contributions are valuable to our organization.

We wish him all the best in his future endeavors and hope that he will have a very successful career.

For Narola Infotech Solutions LLP



Mr. Ashish Narola  
(CEO)





**ADFLIX MEDIA PVT. LTD**

Ref: 2022-23/1641

Date: 06/02/2023

**JOINING LETTER  
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Miss. Vaishnavi Dilip Dangat** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing her Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR  
hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)





**ADFLIX MEDIA PVT. LTD**

Ref: 2022-23/1642

Date: 06/02/2023

**JOINING LETTER  
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Miss. Sanjivani Shuddhodhan Pandey** Master of Computer Science student of Bhonsala Military College, Nashik, pursuing Industrial Training as part of 4<sup>th</sup> semester of MCS (Master of Computer Science) program Savitribai Phule University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Chetan Game | HR  
hr@adflixmedia.com



Office No. A4, Success Chamber, Second Floor,  
Apte Road, Near Goodluck Chowk, Pune,  
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

[www.adflixmedia.com](http://www.adflixmedia.com)





## JOIN INDIAN NAVY

Directorate of Manpower  
Planning & Recruitment  
C WING  
IHQ-MoD(Navy)  
Sena Bhawan,  
New Delhi 110011

11 Nov 22

### **CALL LETTER FOR RECRUITMENT MEDICAL EXAMINATION CUM ENROLMENT IN THE INDIAN NAVY - AGNIVEER (SSR) 01/2022 BATCH**

Dear **Devyani Kishor Adhalkar**,

1. This is to inform you that you have been provisionally selected for recruitment in the Indian Navy for **Agniveer (SSR) 01/2022** batch. Your enrolment will be subject to your clearing the recruitment medical examination and various tests (Screening, Entry Behavior test, etc.) being conducted for the particular entry as applicable, on arrival at INS Chilka.
2. You are to report to the Recruiting Office, INS Chilka on **26/11/22 06:30 hrs.**
3. You have been appointed against your registration number **G2900218NL**.
4. Your present selection will stand cancelled and you will have no claim for enrolment in the Indian Navy, on any of the following grounds:
  - (a) If you are found medically unfit.
  - (b) In case you fail to report on the date and time mentioned at Para 2 of this letter.
  - (c) Failure to bring with you the documents/ items mentioned in the joining instructions.
  - (d) Particulars / Information uploaded or declared during application process not matching with original documents.
  - (e) Failure to bring **original NCC Certificate** by candidate who have applied as NCC Certificate holder.
5. Please get your Pre-Enrolment police verification certificate completed, duly signed by police authority, and bring the same to INS Chilka.
6. Your basic training at INS Chilka will cover the following:
  - (a) Academic and service subjects.
  - (b) Sports Activities.
  - (c) Outdoor training such as Parade Training, Sailing, Boat Pulling, Swimming, Cross-Country, Trekking, Firing etc.
  - (d) Service oriented activities including maintenance of equipment, living spaces, training areas etc.
7. You are liable to be discharged as 'unsuitable' if your progress or conduct is unsatisfactory in any field during probationary / training period, in accordance with Regulation 278 (4) of the Regulations for the Indian Navy Part III (Statutory).
8. Post enrolment during the period of training and thereafter, if certain diseases/ ailments are detected which were not detected during induction medical, you will be invalided out from the service through a Medical Board as per current orders.
9. During your training period and thereafter, you will be entitled to full pay and allowances, entitled uniforms, food and accommodation. On completion of training you will be entitled to the laid down services and benefits as provided for, in the regulations. Your service conditions will be governed by current orders.

#### **Warning against impersonation**

Candidates' identity will be verified using technological means and biometrics. If impersonation is detected, concerned candidates will be disqualified at any stage of selection, training or service and debarred from further selection opportunities. Also, candidates involved will be prosecuted under IPC Sections 420 (Cheating), 467 (Forgery of valuable security), 468 (Forgery for cheating) and 471 (using genuine as forged).

#### **NOTE:**

1. This is a computer generated report and does not require signature.
2. Please download the joining instructions for further action.



Ms.Mitali Pardeshi

BK kochur tal raver  
Jalgaon Maharashtra

**Offer Letter**

Dear Mitali,

With reference to your application and the subsequent interview you had with us, we confirm our intent to offer you a position of **Associate Analyst** at our **Thane office** on the following terms:

**Salary:** Your Total Compensation will be **₹ 250,000/- (Rupees Two Lac(s) Fifty Thousand Only)** per annum.

The detailed break-up of this compensation is specified in Annexure I.

**Joining date:** As discussed and agreed, you will join not later than **23-Nov-2021**.

**Training Period:** If required, you will be provided job-skill training related to your function. All such training(s) will be evaluated on a periodic basis and the feedback/result will be shared as appropriate. In the event your evaluation results are not satisfactory; the company reserves the right to terminate your services with immediate effect.

**Validity of the offer:** This offer is valid till receipt of satisfactory responses/feedback during reference and background checks made with your previous employer(s) and is subject to

1. Your acceptance of this offer within one week of receiving it and
2. Your joining on or before **23-Nov-2021**. However, the Company may extend your last date of joining.

A detailed Appointment Letter will be issued to you separately.

**Submission of Documents:** As part of your joining formalities, you are required to submit the following documents on your date of joining:

Copy of SSC, HSC, Graduation (**all semester**) and Post-Graduation (**all semester**) marksheets & degree certificates

1. Copy of relieving letter/experience certificate/accepted copy of resignation letter from your previous employer, if applicable
2. Copy of last three months' salary slips from your previous employer, if applicable
3. Copy of your PAN Card and Aadhar Card (mandatory)
4. Copy of Residence proof (Driving License, Leave & License Agreement, Ration Card or Passport)
5. Four passport size photographs in white background





**Application Square**

ASPIRE PINNACLE SEAMLESS

Registered Office Address : Plot No.32, Panchak, S. No.55/1-3, Nashik Road, Nashik - 422101  
(CIN - U72900MH2015PTC261723)

To,

Ms. Dipali Bharat Gaikwad,

Nashik, Maharashtra

422010

**Subject – Internship Joining letter**

Dear Ms. Dipali Bharat Gaikwad,

We are pleased to inform you about your selection in our organization for an **Internship in Web App Development**. Your Joining Date is - **28/02/2023**.

We take this opportunity to welcome you into our organization and look to a very fruitful association with you.

Kindly return a copy of this letter with your full signature in taken of your formal acceptance of the terms and conditions of employment with us

**Best of Luck!!!**

APPLICATION SQUARE INFOTECH PVT. L

 DIRECTOR





23-Jan-2022

Dear Omkar Vilas Dighe,  
B.Sc, Computer Science  
Bhonsala Military College, Nashik

**Candidate ID – 19678277**

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 252,000/-**. This includes an annual target incentive of **INR 12,000 /-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 284,111/-**. This includes an annual target incentive of **INR 12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





**HUB Notifications** 9 Jul

to Amrut, me ▾



Dear Associate,

Congratulations and a warm welcome to TechM family!

We are proud and delighted to have you onboard. You are Joining a group that offers abundant opportunities and ample growth prospects and we wish you all the best in your journey ahead!

For continuous improvement, we would like you to provide feedback on the joining formalities with TechM. Kindly take some time and provide your feedback & submit it within 5 working days.

[Onboarding Feedback](#)

Once again, we welcome you to the team and wish you a fulfilling career at Tech Mahindra.

**Best Wishes,**

**Onboarding Team**



Date: 17 Feb 2022

Ref: HIR\_BSCIND/20221702-01

Dear, Rishikesh Deshmane

Congratulations!

We are pleased to offer you the position of Software Developer in grade B-1 with us.

Your internship shall commence with effect from 21st Feb 2022. In the event you fail to join on or before the date, this offer shall stand terminated unless extended at the sole discretion of the Company.

You will be governed by the terms and conditions in the letter of Appointment (Annexure II), as well as policies and practices adopted by the company from time to time. You will be expected to sign & abide by the Non-Disclosure Agreement ("NDA") as provided at the time of joining.

This offer is valid for a period of 7 days from the date of this offer letter. Please confirm your acceptance and date of joining by signing the duplicate in the appropriate places and returning it to us at the earliest.

We are confident that you will make an outstanding contribution. We also believe you will find the experience of joining us exciting and rewarding, both professionally and personally.

We look forward eagerly to welcoming you in B.S.C family...!

**For Bindroo Software and Consultants Private Limited,**  
**Mrs. Vijay Bazaz**  
Head Talent search and Deployment  
Bindroo Software and Consultants Pvt. Ltd.





## ANNEXURE - 1

Emp Name :	Mansi Bhavar
Designation:	Analyst
WEF	1-Dec-22

Salary Heads	Per Month	Per Annum
<b>Fixed Components (FC)</b>	<b>39,266</b>	<b>4,71,188</b>
Basic Salary	12,500	1,50,000
HRA	6,250	75,000
Hybrid Workplace Allowance	1,000	12,000
Special Allowance	18,416	2,20,988
Food Coupon	1,100	13,200
LTA	-	-
<b>Variable Components (VC)</b>		-
		-
<b>Retirots &amp; Mediclaim (RM)</b>	<b>2,401</b>	<b>28,812</b>
Co. Contribution to Provident Fund	1,800	21,600
Gratuity	601	7,212
<b>Bonus + (B)</b>	<b>-</b>	<b>-</b>
<b>Total Compensation (TC)</b>	<b>41,667</b>	<b>5,00,000</b>
<b>Gross Compensation before Deductions (TC - RM)</b>	<b>39,266</b>	<b>4,71,188</b>
<b>Net Take Home Before Taxes (Gross - Employee PF) **</b>	<b>37,466</b>	<b>4,49,588</b>
<b>Plus Benefits</b>		
Mediclaim Premium		15,718
Telephone & Internet Reimburse of actuals upto Rs.1000 per month as over and above CTC	1,000	12,000

\* Based on Company and Self Performance

\*\* Taxes as applicable



annalect





✉ [hr@celebaltech.com](mailto:hr@celebaltech.com)  
[enterprisesales@celebaltech.com](mailto:enterprisesales@celebaltech.com)

🌐 [www.celebaltech.com](http://www.celebaltech.com)

☎ 0141-4700659

📍 India: A-2 7th floor, UDB Corporate Tower,  
J.L.N. Marg, Jaipur

## STRICTLY CONFIDENTIAL

Date: 6-February-2023

Name: Rajat Tiwari

Location: Pune, Maharashtra

Country: India

Joining Code: CH23/RA/DYPP/0223/618

PPO Code: CH23/RA/DYPP/1123/618

### Subject: Letter of Intent ("LOI")

Dear Rajat,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1 <sup>st</sup> November, 2023
Designation:	Associate
Place of Posting:	Pune, Maharashtra
<b>Total Compensation:</b>	INR 6,00,000/- (Rupees Six Lakh Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.

The formal employment letter will be issued on the Date of Joining as per Company's standard process.

The Date of Joining and Training Date may vary as per the Date of Exams.

Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

*RAJAT TIWARI*



Best Regards,



Tejal Mangal  
Sr. Executive  
Human Resources

---

Acceptance:

The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



(Signature)

Name:

Date:

---

### Annexure A

**Date of Offer:** 1<sup>st</sup> November 2023

**Term Sheet:**

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 6-February-2023

Name: Rajat Tiwari

Company: Celebal Technologies Private Limited

Position: Associate



**Salary Structure:**

	(figures in Rs./Yr)
Element	Current
Basic	₹ 2,48,536
HRA	₹ 99,414
PF (12% of Basic-Employee)	₹ 21,600
Fixed/Other Allowance	₹ 1,05,922
<b>Total Fixed Cash</b>	<b>₹ 4,75,472</b>
PF (12% of Basic-Employer)	₹ 21,600
<b>Total Fixed Compensation</b>	<b>₹ 4,97,072</b>
<b>Other Compensation Benefits</b>	
Health Benefit (Medical)	₹ 2,928
<b>Variable Pay</b>	
Performance Bonus*	₹ 50,000
<b>Total CTC per month</b>	<b>₹ 50,000</b>
<b>Total CTC</b>	<b>₹ 5,50,000</b>

\*Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.

\*You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.

\*The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.

**Notes:**

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,  
For Celebal Technologies:

Tejal

Tejal Mangal  
Sr. Executive  
Human Resources

RAJAT TIWARI





August 10, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Mansi Patil,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,  
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen  
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

**Terms & Conditions of Scholarship**

**1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering institution / University** upon successful completion of the course.

**2. DURATION:**



- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time, Decision of the University would be final and binding.

**Conflict of Interest:**

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

#### 8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

### 3. Appointment details:

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.

### 4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(\*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.



You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

#### **Book Allowance:**

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

#### **5. Training Agreement:**

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

#### **6. PROJECT READINESS PROGRAM (PRP)**

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

#### **7. Regulations of Academic study:**

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8<sup>th</sup> semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.



- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
  - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
  - xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
  - xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
  - xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
  - xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
  - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
  - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
  - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
  - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
  - xix. The 8th semester of study is fully devoted for dissertation / project work
  - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
  - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
  - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
  - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
  - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
  - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
  - xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
  - xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

**8. Conflict of Interest:**

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /



- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
  - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
  - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
  - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

## 9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.



i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

## **11. Assignment of Intellectual Property**

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## **12. Posting**

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

## **13. Misconduct:**

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

**20** Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

## **14. Cancellation of Enrolment:**

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

## **15. Study Hours:**

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro's other establishments/outourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual instructor Led Training and Self-Directed / Recorded lecture sessions.



**General:**

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

**17. On Completion/Cancellation of Academic Program:**

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

**18. Acceptance of Enrolment Letter:**

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



**Aparna Shallen**  
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

**ANNEXURE I****CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)**

I Mansi Patil, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:



- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE II**

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

## **ANNEXURE – III**

### **INITIAL INDUCTION PROGRAM**

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

#### **Corporate Readiness Program - CRP**

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

#### **Technology Readiness Program - TRP**

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

## **ANNEXURE – IV**

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

#### **Travel**



- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

#### Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

**Skill Preferences 1 : CEP-SAP-ABAP**

**Skill Preferences 2 : CEP-SAP-BASIS**

**Skill Preferences 3 : DAAI -Cloud & Digital Database**

**Location Preferences 1 : Pune**

**Location Preferences 2 : Mumbai**

**Location Preferences 3 : Bangalore**

☒ Accept ☐ Decline

☒ **Signature Mansi Patil 10/8/2022 10:26 PM**

(checking the checkbox above is equivalent to a handwritten signature)

#### **Registered Office:**

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