



R. C. Patel Educational Trust's
R. C. Patel Arts, Commerce and Science College
Shirpur-425405, Karvand Naka, Dist.- Dhule (Maharashtra)
E-mail - principal@rcpasc.ac.in

Affiliated to: K. B. C. North Maharashtra University, Jalgaon-425001

Self Study Report (SSR): 2024 (4th Cycle)



Criteria - 5
Student Support and Progression

Key Indicator - 5.2
Student Progression

Metric No. - 5.2.1 (QnM)

Percentage of placement of outgoing students and students progression to higher education during the last five years

Submitted to
National Assessment and Accreditation Council, Bangalore



R. C. Patel Educational Trust's

R. C. Patel Arts, Commerce and Science College

Karvand Naka, Shirpur 425405, Dist - Dhule, Maharashtra

☎: (02563) 299328

E-mail: principal@rcpasc.ac.in

President

Hon. Bhupeshbhai Patel

Principal

Dr. D. R. Patil

Date: 15/06/2024

Declaration

This is to declare that, the information, reports, true copies of the supporting documents, numerical data etc. submitted in these files is verified by Internal Quality Assurance Cell (IQAC) and it is correct as per the office record.

This declaration is for the purpose of NAAC accreditation of the HEI for the 4th cycle assessment period 2018-19 to 2022-23.

Place: Shirpur

Date: 15/06/2024

Dr. Sandip P. Patil

IQAC Co-ordinator

IQAC Coordinator

R. C. Patel Educational Trust's

R. C. Patel Arts, Commerce and Science College

Shirpur, Dist.-Dhule (M.S.) 425405



Dr. D. R. Patil

IQAC Chairman & Principal

PRINCIPAL

R. C. Patel Educational Trust's

R. C. Patel Arts, Commerce and Science College

Shirpur, Dist.-Dhule (M.S.) 425405



Training and Placement Cell

OFFER LETTERS
(2018-2023)

R.C.Patel Arts, Commerce and Science College,
Shirpur.

5.2.1 Percentage of placement of outgoing students and students progression to higher education during the last five years

5.2.1.1: Number of outgoing students placed and progressed to higher education during the last five years

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Students Progressing to Higher Education and placed	461	526	704	518	483

5.2.1.2: Number of outgoing students year wise during the last five years

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Number	638	876	841	702	557



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Dear Aarti Wagh,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Aarti Wagh you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

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Dear Akshay Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Akshay Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Amrapali birhade,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Amrapali birhade you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Amrapali Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Amrapali Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Anjali Bhadane,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Anjali Bhadane you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Ankita Chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Ankita Chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Apurva Sanjay Sonawane (apurvasonawane257@Gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

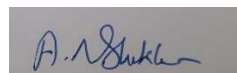
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



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Dear Archita Chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Archita Chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

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Dear Ashwani bapu hubale,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Ashwani bapu hubale you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Banjara Bhatusingh,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Banjara Bhatusingh you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhaghyashree Marathe,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhaghyashree Marathe you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhagyashree Girase,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhagyashree Girase you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhagyashree Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhagyashree Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhagyashree Sonawane,

Congratulations!

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Dear Bhavesh chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhavesh chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhavika patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhavika patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhoneshwari Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhoneshwari Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhumika Javeri,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhumika Javeri you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhupendra patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhupendra patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Chandraraj Patil,

Congratulations!

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Dear Chandrashekar Patil,

Congratulations!

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Dear Chetan Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetan Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Chetan Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetan Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

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HSC Marksheet
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Post-Graduation
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Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

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Dear Chetana Sonar,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetana Sonar you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Chetana Thakare,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetana Thakare you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Devidas chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Devidas chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Girase,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Girase you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Khopade,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Khopade you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepali Gavit,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepali Gavit you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepika hire,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepika hire you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepika Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepika Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Devyani Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Devyani Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Devyani Karankal,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Devyani Karankal you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Dhanashri Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Dhanashri Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Dixita Ramkrushna Malvi (dixitalmalvi@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

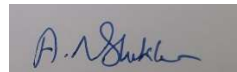
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



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Dear Durgesh Marathe,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Durgesh Marathe you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Gaurav Asaware,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Asaware you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gaurav Kotkar,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Kotkar you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gaurav Sonawane,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Sonawane you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gayatri Kapadne,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gayatri Kapadne you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gayatri Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gayatri Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gunjan Mahajan,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gunjan Mahajan you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Harshad Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshad Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Harshada patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshada patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Harshada Patil,

Congratulations!

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Dear Harshdeep Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshdeep Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Isha Kapule,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Isha Kapule you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Regd. Office: Manjula Arcade, 3rd Floor, Near Cosmos Bank, Gokhale Road, Naupada, Thane (West) – 400 601
Telephone: 022 4969 0327, Email: operations@abhinavinst.com | Website: www.abhinavinst.com

Dear Jagruti jadhav,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Jagruti jadhav you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

SSC Marksheet
HSC Marksheet
Graduation
Post-Graduation
Photo ID Proof
Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

Best Wishes.
Abhinav Institute of Technology and Management

Signature not required as this is a system generated letter.

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Jayesh Devidas Patil (jayeshpatil1903@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

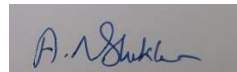
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

August 2, 2023

Mr. Harshad Patil
Mumbai.

Dear Harshad,

With reference to our discussion, we are pleased to offer you the position of “**Jr. Project Coordinator**”, at Hinduja Global Solutions Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be **₹356330.00/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e. certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth, and any other checks as deemed fit by the organisation). As mutually agreed you would be based at **Mumbai** and join duties on or before **August 7, 2023**.

The tenure of this employment is for the period of **12 months** ending on **August 6, 2024**.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.
Thanking you,

Yours faithfully,
For Hinduja Global Solutions Limited,

Signature Not Verified

Digitally signed by SHIRUDE PRAJAKTA
MADHUKAR
Date: 2023.08.03 05:31:22 +05:30
Reason: Offer

(Prajakta Shirude)
Head- Human Resources
Business Services

This is a digitally signed document and does not require physical signature

HINDUJA GLOBAL SOLUTIONS LIMITED

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92I99MHI995PLC084610

Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-4208 22-2497

Registered in England No: 3017799

ANNEXURE			
Name	Harshad Patil	Salary Details	
Location	Mumbai	Monthly CTC	Annual CTC
Effective Date	August 7, 2023		
Position	Jr. Project Coordinator		
"A" Fixed			
1	Basic	11,917	1,43,000
2	HRA	5,958	71,500
3	Statutory Bonus	2,833	34,000
4	Variable Allowance	6,613	79,352
"A" Sub total Fixed / Gross Salary		27,321	3,27,852
"B" Retirals			
5	Provident Fund (Employers Contribution)	1,800	21,600
6	Gratuity (@4.81% of Basic)	573	6,878
7	ESIC (@ 3.25% of Gross)	-	-
"B" Sub total Retiral Benefits		2,373	28,478
"C" Others			
8	Medical Insurance Premium	-	-
"C" Sub total Others		-	-
Total Cost to Company [A]+[B]+[C]		29,694	3,56,330
NET TAKE HOME SALARY			
GROSS SALARY		27,321	3,27,852
Add : REIMBURSEMENTS			
Less :			
PF - EMPLOYEES CONTRIBUTION		1,800	21,600
ESIC - EMPLOYEES CONTRIBUTION		-	-
MEDICLAIM INSURANCE PREMIUM		321	3,854
PT		200	2,500
Income Tax*		-	-
TOTAL DEDUCTIONS		2,321	27,954
NET SALARY		25,000	2,99,898
Income Tax*	<i>Appropriate Income Tax would be deducted in the payroll every month</i>		

HINDUJA GLOBAL SOLUTIONS LIMITED

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92199MH1995PLC084610

Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-4208 22-2497
Website: www.teamhgs.com
Registered in England No: 3017799

Ms.Akanksha Dhangar,
At Asli Post Bhorkheda,
Tal-Shirpur, Dist Dhule.

Letter of Appointment

Dear Akanksha,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in Projects Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 22nd Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,


Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name: _____	Date _____	Sign _____
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.
- You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.
13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Concept to Commissioning

+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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▪ Australia ▪ Canada ▪ UAE (Dubai) ▪ India (HO) ▪ Oman ▪ Singapore

HO : M9 MIDC Ambad Nashik MS India 422010 Ph +91 253 6618000 CIN U31904MH2019PTC33266

Factory : Shed 7 Gat 439 Nsk Highway Gonde Dumala Nashik MS India 422 403 Ph+91 02553-662907/662903

Angul	Aurangabad	Bengaluru	Bhubaneswar	Chennai	Coimbatore	Delhi	Guwahati	Hyderabad	Jajpur
Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa

Solution Partner

Automation

SIEMENS

FLUKE

Process Instruments



Mr.Sagar Ramesh Patil,
At Post Untawadi Tal Shirpur,
Dist Dhule.

Letter of Appointment

Dear Sagar,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee- IA Sales.

Your initial posting is at Silvassa . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 21st Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,



Joy Alor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name:	Date	Sign
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name:	Date	Sign
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12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.

You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name:	Date	Sign
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23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name:	Date	Sign
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Mr.Pushkar Chandrakant Shirsath,
52 A, Gangamai Nagar, Shingave Shivar.
Shirpur.

Letter of Appointment

Dear Pushkar,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in LPS Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 27th Jun 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,

Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

HR

I understand and accept. Name:

Date

Sign

Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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+25 years
Rising Eminently

12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.

You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.

14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.

15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.

16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period

17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.

18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.

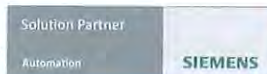
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20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.

21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

	I understand and accept.	Name:	Date	Sign
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Concept to Commissioning

+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR	I understand and accept. Name:	Date	Sign
			

▪ Australia ▪ Canada ▪ UAE (Dubai) ▪ India (HO) ▪ Oman ▪ Singapore

HO : M9 MIDC Ambad Nashik MS India 422010 Ph +91 253 6618000 CIN U31904MH2019PTC33266

Factory : Shed 7 Gat 439 Nsk Highway Gonde Dumala Nashik MS India 422 403 Ph+91 02553-662907/662903

Angul	Aurangabad	Bengaluru	Bhubaneswar	Chennai	Coimbatore	Delhi	Guwahati	Hyderabad	Jajpur
Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa



Ms.Akanksha Dhangar,
At Asli Post Bhorkheda,
Tal-Shirpur, Dist Dhule.

Letter of Appointment

Dear Akanksha,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in Projects Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 22nd Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,


Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name: _____	Date _____	Sign _____
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.
- You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.
13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa



SIEMENS



Mr. Prasad Mukunda Mali ,
A/P Betawad, Tal Shindkheda, Dist-Dhule,
Pin Code-425403
Contact No: 8459965321
prasadmmali@gmail.com

Employment Offer Letter

Dear Prasad,

We are pleased to offer you the position of 'Automation Engineering Services', in our Projects department.

You will join our 500+ strong family of enthusiastic, committed, and competent people. We are sure you will put in the right efforts, to build a great career and have a great time. We at FOX have built up a strong reputation for reliability and competence in our areas of Industrial Automation, Plant Engineering Services, Automation IT and Special Purpose Machines. You have an important role to enhance this.

Your appointment will be effective on your joining date, i.e., 12th Jun 2023. Your initial posting will be in Nashik. You will report to Mr. Sanjay Dhameliya, Asst.Manager Projects.You will be posted to Silvassa within one year of joining, subject to available, suitable position for your capability.Your position carries key responsibility. We look forward to you handling it with enthusiasm and dedication.

Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.

The Terms of Employment are mentioned in **Annexure 1** of the offer letter.

Dipti Sonawane, Manager HR, is your Single Point of Contact in FOX right up to your induction.
Dipti.sonawane@foxindia.net 9922508236.

Kindly confirm your acceptance of this offer by email within three days along with document confirming resignation submitted to your current employer.

Your confirmation and our answer to it are essential to maintain validity of this offer. Any request for change of joining date must be made at least 10 days prior to your original joining date. The new joining date should be no later than 5 working days from the original date. On your joining date, please report to FOX Solutions Pvt. Ltd., M9, MIDC Ambad.Nashik-422010.

If you need, HR can make initial stay arrangements for up to two weeks on joining. This is free of charge and subject to availability. Please ensure booking confirmation from HR in advance.

We request you to carry all the documents mentioned in **Annexure 2**, as well as a signed copy of this document, with the Acceptance of terms of appointment as mentioned **Annexure 1** on the day of your joining.

Once again, we welcome you to join us in building a wonderful community at FOX.

Yours Sincerely,

Joy Alor
Director HR & Operations

Rashmi Sharma
GM - HR

HR 	I understand and accept. Name:	Date	Sign
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR	I understand and accept. Name:	Date	Sign
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+25 years
Rising Eminently

12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.

You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

- 13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
- 14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
- 15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
- 16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
- 17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
- 18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
- 19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
- 20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
- 21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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+25 years
Rising Eminently

- 22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.
- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR	I understand and accept. Name: _____	Date	Sign
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ANNEXURE 2: Documents to be submitted

Please bring Originals for document verification and one Copy for submitting. Also make scanned copy and submit over email.

No.	Document Name	Original	Copy	Scan Copy .pdf or .jpg
1	Offer Letter			SurnameName_OfferLetter_yymmdd
2	Photograph (10x)			SurnameName_Photo_yymmdd
3	Highest/ Most relevant Academic certificates			SurnameName_Academic_yymmdd
4	Mark lists for above certificate			SurnameName_MarkList_1_yymmdd
5	Other relevant academic certificates.			SurnameName_AcademicO_yymmdd
6	Last Relieving Letter			SurnameName_LastRelieve_yymmdd
7	Previous Letter (If applicable)			SurnameName_PrevRelieve_yymmdd
8	Passport			SurnameName_Passport_yymmdd
9	Aadhar Card			SurnameName_Aadhar_yymmdd
10	PAN Card			SurnameName_PAN_yymmdd
11	Driving License			SurnameName_DriveLic_yymmdd
12	Current PF document			SurnameName_OldPF_yymmdd
13	Current ESIC document			SurnameName_OldESIC_yymmdd
14	Name Change (If Applicable)			SurnameName_NameChange_yymmdd
15	Cheque (As applicable)			SurnameName_Cheque_yymmdd

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Week 543 (02 Dec 2023 - 08 Dec 2023)

Month 136 (18 Nov 2023 - 15 Dec 2023)

My Quick Info

Welcome SAURABH SAHEBRAO WADILE



[Upload/Change Photo](#)

User Id : 4139262094

User Name : SaurabhW4

Date Of Joining : 20 May 2022

Rank : DISTRIBUTOR

Sponsor UserName : PUJAs4

Team : Branch1

QUICK LINKS



January 28, 2023

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 Manohar Vispute,

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**,

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:

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 **INR 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 **INR 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 **INR 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 in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	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.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due

to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

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

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. 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 Scholar Trainee 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 **INR 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 **INR 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 (8th 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 (but not limited to) 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 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- 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. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxv. 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.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. 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.
- xxviii. 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/Manager of WILP Academy
- 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.

10. Confidentiality:

- 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. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. 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.

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 months' (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/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, 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 formats 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.

16. 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. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. 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 Shailen
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 Manohar Vispute, 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 grooms 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 INR 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. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- 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 INR 400 per day for 8 days (total amount of INR 3200) 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: INR 1200 per day for 7 days (total amount of INR 8400) 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 > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

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 : [Java-MEAN](#)

Location Preferences 1 : [Pune](#)

Skill Preferences 2 : [JAVA-J2EE](#)

Location Preferences 2 : [Mumbai](#)

Skill Preferences 3 : [Python App](#)

Location Preferences 3 : [Baroda \(Gujarat \)](#)

Accept Decline

Signature [Manohar Vispute 28/1/2023 5:41 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

26179685

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Pote Sakshi (sakshipote20001@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

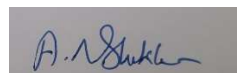
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Shubham Vedu Bhamare (shubhambhamare8563@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

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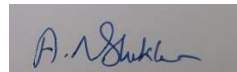
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With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Siddheshwari Chavhan (siddhichavhan8732@gmail.com)**
R C Patel Shirpur

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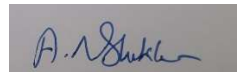
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With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



Dedicated To Life

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Sumit Sudhakar Patil (patilsumit9370@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

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Asit N. Shukla

Senior Manager - Human Resource



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Dated: _____

Candidate Name



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Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



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

Superset ID: 2371766

Letter of Intent ("LOI")

Dear Janvi Wasnik,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2371766**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2371766**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2371766**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Janvi Wasnik
Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

The Accenture logo, featuring the word "accenture" in a white, lowercase, sans-serif font with a small chevron symbol above the 'u', set against a purple-to-orange gradient background.

**Come work at the
heart of change**



To,

Name : Jaya Udaysing Pawar

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

Dear Jaya Udaysing Pawar,

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

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

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

Annexure A

- Career Level - 12
- Proposed role - System and Application Services Associate
- Annual fixed compensation for the fiscal will be **INR 3,00,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as **INR 25,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Maximum Annual Total earning potential – **3,25,500**
- Additional Notional Benefits: Gratuity as per law (if applicable) + Benefits: **INR 8,000**
Gratuity amount shown above is an approximation of your 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 per the Company policy.
- Maximum Annual Total earning potential + Total Additional Benefits – **INR 3,33,500/-**

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

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

“This is an electronically generated document does not require signatures”

To,

Amol Yuvraj Deore,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance



To,
Arti Patil
28 December 2022

Employment Offer Letter- FULL TIME

Dear Arti,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

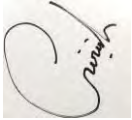
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Arti Patil

Date: 28 December 2022

25-Jan-2022

Ashwini Patil

Dear Ashwini,

With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before 29-June-2022.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Offer of Employment

Mr. Amarsing Valavi

Shirpur.

Dear Mr. Amarsing,

We are happy to offer you the position of data analyst at our company. We Hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: *A six-month probation period will begin on the day of hire, as per the company commitment in the interview after the 6-month period company will increase your salary but it totally depends on your work performance.*

Working Hours: *The company works for 6 days a week ie; from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies which might change from time to time.*

Every project can define customized workdays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project

Leaves: *Each year, you will be entitled to 12 annual leaves and 12(casual & medical) eaves The employee shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.*

Notice Period: *You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.*

Retention amount - *A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period*

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Tirmale Avinash Shriram,

Dear Mr. Avinash,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

Date: 19 December 2021

To,
Miss. Badgujar Mohinee P.

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Badgujar Mohinee P.**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

To,

Banjara Attar Singh Prem Sing,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

Bava Yogita Dnyaneshwar
R. C. Patel ACS, College Shirpur

6-Jan-2022

Dear Yogita,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Bhamare Rushikesh
Shirpur

6-Jan-2021

Dear Rushikesh,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

25-Jan-2022

Bharati Girase

Dear Bharati,

With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before 29-June-2022.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Bhavika Sisode,
Nardana, Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Ms. Bhavika Sisode,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Physics**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Physics** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Mr. Pravin Khandekar, Lead, Physics.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Pravin Khandekar

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Mr. Pravin Khandekar
Lead, Physics

Employee Signature:


Bhumiika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

UpThink/OFFER/22-23/1.2
October 17, 2022

Ms. Bhumika Bhadane
Waghadi, Shirpur
Dhule 425405
Contact No.: 8308400251
Email address: bhumikabhadane@gmail.com

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Ms. Bhumika Bhadane,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Physics**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Physics** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
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 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/ altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

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We are eager to welcome you to the family!

Yours truly,

for UpThink Edutech Services Private Limited

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Pravin Khandekar

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Mr. Pravin Khandekar
Lead, Physics

Employee Signature:

Bhumika Bhika Bhadane

Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur


Annexure A
TOTAL COMPENSATION STATEMENT

UPTHINK EDUTECH SERVICES PVT LTD		
Financial Year	2022-23	
Name	Bhumika Bhadane	
Designation	Subject Matter Expert, Physics	
Employee ID	T-1247	
Joining Date	October 18, 2022	
SALARY BREAK UP		
	Monthly	Annual
Basic	₹ 8,374.00	₹ 1,00,488.00
HRA	₹ 419.00	₹ 5,028.00
Other Allowance	₹ 7,007.00	₹ 84,084.00
Bonus	₹ 698.00	₹ 8,376.00
Education Allowance	₹ -	₹ -
Food Coupon	₹ -	₹ -
Gross Salary (A)	₹ 16,498.00	₹ 1,97,976.00
STATUTORY DEDUCTIONS (Other than Income Tax/TDS)		
Professional Tax	₹ 208.33	₹ 2,500.00
Self Contribution to Provident Fund	₹ -	₹ -
Self Contribution to ESIC	₹ 119.00	₹ 1,428.00
Net Salary	₹ 16,170.67	₹ 1,94,048.00
INCENTIVES & CONTRIBUTIONS		
Performance Linked Bonus*		Additional
Company Contribution to Provident Fund	₹ -	₹ -
Company Contribution to ESIC	₹ 514.00	₹ 6,168.00
Total (B)		₹ 6,168.00
TOTAL COMPENSATION (A+B)		₹ 2,04,144.00
OTHER BENEFITS		
Contribution to Gratuity Fund		₹ 4,831.15
Other Contributions		
TOTAL COST TO COMPANY		₹ 2,08,975.15

Other Conditions

1. The salary mentioned above is subject to deduction of tax as may be applicable from time to time.
2. The Company is eligible to deduct all such amounts as may be due against the employee for whatsoever reason from salary payable to the employee.
3. * The Performance Linked Bonus will be contingent on the Company's overall performance and your KPIs being met. However, you are entitled to it only if you are on the payroll at the time of payment, and should not be on the notice period.

Employee Signature: _____


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Annexure B – List of Documents

1. **Latest/updated Resume**
2. **Identity Proof: (Any One)**
 - a. Passport
 - b. Voter's card
 - c. Driving License
3. **Current and Permanent Address Proof – (Any One)**
 - a. Electricity bill
 - b. Telephone bills
 - c. Corporation tax receipt
4. **Date of Birth Proof – (Any One)**
 - a. Birth Certificate
 - b. HSC Certificate
5. **Educational Information: All documents**
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. School leaving and Domicile certificate
 - d. Graduation (if applicable): Semester (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
6. **Professional Information: (as applicable)**
 - a. Previous employment offer letter
 - b. Previous employment Appointment letter
 - c. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - d. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
 - e. Last three (3) months salary slip/salary certificate
 - f. Six (6) months salary account bank statement
7. **One (1) passport size photograph**
8. **PAN Card (Mandatory)**
9. **School Leaving Certificate / Bonafide Certificate (Mandatory)**
10. **Aadhaar Card**

To,

Bhupendra Pitorbhakta,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

Shirsath Bhushan
 R. C. Patel ACS, College, Shirpur

6-Jan-2021

Dear Bhushan,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

03-Mar-2022

Komal Sanjay Bhadane

C10862654

36,Chandranagri varzadi road,near karwand naka, Shirpur-Maharashtra

Subject: Offer of Employment (“Offer”)

Dear **Komal**,

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 Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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.

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 particular 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 7 days (Seven 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 7 days (Seven 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.

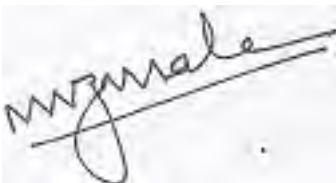
After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will 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 any feedback/ suggestion or have any query, feel free to write an e-mail to <http://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,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale

Senior Managing Director
Lead, Advanced Technology Centers, India

Komal Sanjay Bhadane

Date:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

14-Mar-2022

Shreya Pramod Patil

C10905399

Flat No. 3, Nirmal Sai Apartment, Shiv Colony, Shirpur Road, Chopda

Subject: Offer of Employment (“Offer”)

Dear **Shreya**,

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 Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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.

ANNEXURE 1

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	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(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 roles 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/regulation 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.



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

Superset ID: 2348053

Letter of Intent ("LOI")

Dear Komal Bhadane,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2348053**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2348053**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2348053**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

This is a system generated document and does not need a signature

Date: 19 December 2021

To,
Miss. Chaudhari Mrunali M.

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Chaudhari Mrunali M.**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....



Chaudhari Kunal

6-Jan-2021

Shirpur

Dear Kunal,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

45CA1033C6A6440...

Mohsin Mohammed
Vice President- Human Resources
Operational Offices:

 10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

 Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

 7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400

Annexure -1

SALARY FITMENT SHEET

Date: 6-January-2021

Name of the candidate : Chaudhari Kunal

Designation : Specialist – Payment Accuracy

Department : Intl Ops – RCA Rx Dups

Expected Date of Joining : 16th January 2023

SALARY STRUCTURE		
Fixed Components	P.A (INR)	P.M (INR)
Basic	225,000	18,750
HRA	157,500	13,125
PF(Employer's Contribution)	21,600	1,800
Flexi Benefit Plan	45,900	3,825
LTA Taxable	45,900	3,825
Fixed CTC (A)	450,000	37,500
Other Benefits		
Gratuity	10,823	
Group Medclaim & Personal Accident Policy Premium	32,086	
Life Insurance Premium	1,485	
Total Other Benefits (B)	44,394	
Total Cost to Company (A + B)	494,394	
Note:		
1.*Denotes optional component.		
2. You are covered under Medclaim Insurance for self & immediate family (Family definition is Self, spouse, children & parents) subject to maximum four members including self. You have the option of adding maximum 2 more family members with the medclaim policy (GMC) subjective premium to be paid by you. You are also covered under the personal accident policy and Group Life Insurance Policy of the company (Self only)		
3. All the statutory insurance liabilities are as covered under the above policies.		
4. Please note PF contribution of both Employee and Employer are considered as part of above Fixed CTC.		
5. The above remuneration is subject to Income Tax and other statutory deductions.		

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1038C6A6440

Mohsin Mohammed

Vice President- Human Resources

ACKNOWLEDGEMENT:

I accept your offer of employment and will report on (16-January-2023)

DocuSigned by:

[Signature]

4B7248BCC811425

(Signature of the candidate)

Candidate Full Name -

Madhuri Rajaram Kudale

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400

Date: 19 December 2021

To,
Miss. Chetana Marathe

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Chetana Marathe**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....



Swapnil.C@vtechsolution.com

Compose

Inbox 1,081

Starred

Snoozed

Sent

Drafts 76

More

Labels

Congratulations || vTech- On-Boarding Process || Rohit Girase Inbox x**Swapnil Chaudhari** <Swapnil.C@vtechsolution.com>

to Rohit, Recruitment, me

Hi Rohit,

*Greetings of the day!!***Congratulations!!** for completing the whole Interview process successfully, we are pleased to inform you & offer you the role of **Intern -**

Kindly submit the below documents & also find our IT requirements, once you complete the requirements, then only we can release your

Please help me with below documents:

- Offer Letter from Current/ Pervious organization. (If Experienced)
- Bank Statement/ Pay- slips from Current/ Pervious organization. [three months] (If Experienced)
- Relieving Letter or Resignation email copy with acceptance by the management. (If Experienced)
- Aadhar card
- Pan Card
- Address Proof (License, Voter Card, Light Bill, Phone Bill)
- Educational Certificates till date [10th, 12th, Degree, and any other educational]
- 4 Passport Size Photographs (Upload soft copy on portal and 3 Hard Copy you need to submit it at the time of joining)
- Two References : (1) Personal Reference with Contact Details (2) Two Reference from your previous organizations and Contact
- Medical Fitness Certificate from a General Physician
- Two Emergency Contact Number (Father, Mother or Siblings)
- **1 Professional Picture**

Minimum IT Require : [Must be fulfilled]

- Windows : windows 10 Pro
- Processor : i3 or above
- Memory :8 GB RAM

Broadband with High-speed internet – 20 MBPS



Swapnil.C@vtechsolution.com

Compose

Inbox

1,081

Starred

Snoozed

Sent

Drafts

76

More

Labels

Congratulations || vTech- On-Boarding Process || Thakur Bhagyashri Kashinath



Swapnil Chaudhari <Swapnil.C@vtechsolution.com>
to thakurbhagyashri078@gmail.com, Recruitment, me

Hi **Bhagyashri**,

Greetings of the day!!

Congratulations!! for completing the whole Interview process successfully, we are pleased to inform you & offer you the role of **Intern -**

Kindly submit the below documents & also find our IT requirements, once you complete the requirements, then only we can release your

Please help me with below documents:

- Offer Letter from Current/ Pervious organization. (If Experienced)
- Bank Statement/ Pay- slips from Current/ Pervious organization. [three months] (If Experienced)
- Relieving Letter or Resignation email copy with acceptance by the management. (If Experienced)
- Aadhar card
- Pan Card
- Address Proof (License, Voter Card, Light Bill, Phone Bill)
- Educational Certificates till date [10th, 12th, Degree, and any other educational]
- 4 Passport Size Photographs (Upload soft copy on portal and 3 Hard Copy you need to submit it at the time of joining)
- Two References : (1) Personal Reference with Contact Details (2) Two Reference from your previous organizations and Contact
- Medical Fitness Certificate from a General Physician
- Two Emergency Contact Number (Father, Mother or Siblings)
- **1 Professional Picture**

Minimum IT Require : [Must be fulfilled]

- Windows : windows 10 Pro
- Processor : i3 or above
- Memory :8 GB RAM

Broadband with High-speed internet – 20 MBPS

Desale Yogesh
Shirpur

6-Jan-2022

Dear Yogesh,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
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7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

01-06-2022

Deepak Suresh sonavane
Pune

Subject: LETTER OF OFFER

Dear Deepak,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **04-07-2022**.

The annual compensation calculated on Cost to Company will be **INR 264000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

S.No	Term	CTC p.m	Total CTC
1	First Six Months	Rs.17600 /-p.m.	105600
2	After Six Months*	Rs.26400 /-p.m.	158400
	Total CTC per annum		264000

***Confirmation Salary** is paid on successful completion of probation period as per the company policy.

Your place of posting will be **Jalgaon**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Deepak Suresh sonavane	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	04-07-2022	
CTC (in INR)	264000/- per annum	
Pay structure	Monthly (First 6 months)	Monthly (Next 6 months)
Fixed Components		
Basic	12650	12650
House Rent Allowance (HRA)	1905	6325
Attire Allowance	0	2669
Field Allowance	0	2184
Salary (C1)	14555	23828
Statutory Components		
Employer PF Contribution	1518	1518
Employer ESIC Contribution	473	0
Benefit's(C2)	1991	1518
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	1054	1054
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17600	26400
Deductions		
Employee PF Contribution	1518	1518
Employee ESIC Contribution	110	0
Total Deductions (b)	1628	1518
*Net Take Home {a - b - C2}	13981	23364
Overall CTC	17600	26400

* **Net Take Home** is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Dipali Koli.
Tekwade, Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Ms. Dipali Koli,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Computer Science**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Computer Science** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Rutuja Somvanshi, Lead, Computer Sci.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Rutuja Somvanshi

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Miss. Rutuja Somvanshi,
Lead, Computer Sci.

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

01-06-2022

Deepak Suresh sonavane
Pune

Subject: LETTER OF OFFER

Dear Deepak,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **04-07-2022**.

The annual compensation calculated on Cost to Company will be **INR 264000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

S.No	Term	CTC p.m	Total CTC
1	First Six Months	Rs.17600 /-p.m.	105600
2	After Six Months*	Rs.26400 /-p.m.	158400
	Total CTC per annum		264000

***Confirmation Salary** is paid on successful completion of probation period as per the company policy.

Your place of posting will be **Jalgaon**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Deepak Suresh sonavane	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	04-07-2022	
CTC (in INR)	264000/- per annum	
Pay structure	Monthly (First 6 months)	Monthly (Next 6 months)
Fixed Components		
Basic	12650	12650
House Rent Allowance (HRA)	1905	6325
Attire Allowance	0	2669
Field Allowance	0	2184
Salary (C1)	14555	23828
Statutory Components		
Employer PF Contribution	1518	1518
Employer ESIC Contribution	473	0
Benefit's(C2)	1991	1518
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	1054	1054
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17600	26400
Deductions		
Employee PF Contribution	1518	1518
Employee ESIC Contribution	110	0
Total Deductions (b)	1628	1518
*Net Take Home {a - b - C2}	13981	23364
Overall CTC	17600	26400

* **Net Take Home** is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources



Shirpur Education Society, Shirpur

Shirpur, Dist Dhule (Mah.) 425 405

Tel. 251005, 255238 (02563)

Central Office

Email - ses.centraloffice@gmail.com

Order of Appointment

Out Ward SES / G 79 / 2021-2022.

Date 25/4/2022

To,

Ms. Maheshwari Aakansha Mukesh,

Near Balaji Temple, Upper Town,
Shirpur Dist. Dhule [Maharashtra]

With reference to your application and subsequent interview date 24/04/2022, I have pleasure to inform you that you are hereby appointed as **Accountant Cum Clerk** in Shirpur Education Society, Shirpur Dist. Dhule [Maharashtra] with effect from 26/04/2022.

Your appointment is purely temporary up to 30/04/2023. After the said expiry, your services shall stand terminated without any notice.

You will be initially appointed on probation for one year.

You will be paid a monthly salary of Rs.7000/-

Your appointment is against reservation.

Your continuation for the next year will depend upon your performance of the said period.

You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance within three days from the date of receipt of the same.

If no reply accepting the appointment is received within the above mentioned period, the order shall be treated as cancelled.

C.E.O
S.E.S & R.C.P.E.T
Shirpur Dist. Dhule

VICE PRESIDENT
SHIRPUR EDUCATION SOCIETY

Jan 24, 2022

MSys / Offer Letter/ HR

Mr. Himanshu Sonawane
Behind Mahadev Mandir,
Warvade Shirpur,
Dist-Dhule

OFFER OF EMPLOYMENT

Dear Himanshu Sonawane,

We are pleased to appoint you as “**Post Graduate Engineer Trainee**” at **MSys Tech India Pvt. Ltd.**, at Pune.

Please note the employment terms contained in the letter are subject to company policy.

1) APPOINTMENT

- a) Your date of appointment is effective from **Jun 1, 2022** subject to your acceptance of this offer.
- b) You will be on probation for a period of One (1) year from the date of joining. The company reserves the right to extend this period if necessary. If found suitable in the appointed post, you will be confirmed in your appointment in writing, on completion of probation, based on clearing the performance parameters.

2) TRANSFER

During your employment with the company, you are liable to be transferred, as determined by the company, from time to time, to any other location, department, function, division or branch of the company, associate company, affiliate, customer / client of the company, in India or aboard with mutual discussion. In such case, the terms and conditions governing your service shall be those applicable at the location of transfer, or those applicable to employees of the associate, as the case may be, in addition to the terms and conditions mentioned herein.

3) PROBATION

You will be on probation for one year from the date of joining. During the period you will be given an on-the-job training for various assignments and knowledge transfer process, the contents of which are Company's / Client's proprietary information and confidential information.

4) CONDITIONS OF EMPLOYMENT

MSys has the right to terminate the contract of employment by giving notice of up to 1 month by either parties, at its discretion to that effect in writing or basic salary in lieu thereof, during the probation period. On completion of probation and post confirmation of employment, the notice period to be provided by either parties is 2 months. The company reserves the right to pay or recover salary in lieu of the notice period, apart from reserving the right to decide on the notice period to be served based on the project commitments.

You are required to obtain a clear resignation acceptance and/or relieving letter from your most recent employer before joining the Company. Nevertheless, you must submit a clear resignation acceptance and/or relieving letter within forty-five (45) days of joining the Company. You also hereby agree that you will be the full-time employee of the organization and will not accept employment in any other firm or company while employed at MSys. Breaching of this clause may lead to severe action up to termination of employment and legal proceedings.

5) SALARY AND DESIGNATION

- a) Your remuneration details are stated in the Annexure mentioned below.
- b) Your remuneration has been arrived on your merits of education, experience, skills, specific background, professional achievements, and the company's prevailing compensation guidelines. In this context, you are requested to maintain this information and any changes hereafter, as strictly personal and confidential.
- c) Changes in your compensation will be discretionary. It will be on the basis of your individual performance, and the financial results of the company and other relevant criteria.
- d) The employee is liable to pay the income tax, on his own income derived from the remuneration received from the company.

6) PERFORMANCE REVIEW AND PAY REVISION

- a) Your individual performance and contribution to the company will be an important consideration for salary increments and promotions.
- b) The regular Annual Performance Review period is from January to December. The company reserves the right to conduct the performance review cycle, at its sole discretion.
- c) Company, in addition to the annual appraisal cycle, shall conduct regular and periodic performance reviews to ascertain the expected and actual levels of skill and competency.
- d) Pay revisions and promotions are based on the Company's policy notified from time to time. Company shall have the right on the same.

7) LEAVE, HOURS OF WORK AND PAID HOLIDAYS

- a) You will observe the working hours and holidays as followed by the department and location to which you are assigned. Working days will be from Monday to Friday.
- b) You will be required to work in shifts (including night shifts) as and when required in the project you are assigned.
- c) You will be expected to work as per the requirements of the projects and to meet the expectations of the client and the company's business.
- d) Employees under probation are entitled to 21 days of Casual / Sick Leave in a calendar year on pro-rata basis. You will not be eligible for any leave category in the month of joining. You can avail up to 5 days of advance leave accrued every quarter, beyond which will be liable to loss of pay. Leave availed will be adjusted with the available leave balance. You will be permitted to carry forward a

maximum of 7 days of leave during the year.

- e) Apart from the above leaves, National holidays will be available as released by the company every year, for each location.
- f) All weekly offs and paid holidays falling in between your leave period will not be counted as leave, till the availability of leave balance and will be considered as leave only for the calculation of unpaid leave.

8) UNAUTHORISED ABSENCE FROM WORK

Unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty and in case if the employee does not report to work within 10 days from the date of absence, it will be treated as 'voluntary abandonment of service' and it shall be deemed that the employee is no longer interested in the employment. This will be considered as breach of contract, and the company may take action accordingly. In such an event the employee shall be liable to refund the salary in lieu of the shortfall in the notice period and other dues payable to the company as specified. The employee is expected to keep the company informed about his / her local / permanent contact details directly in the HR systems whenever there is any change.

9) RESIGNATION

- a) The contract of employment can be terminated, with or without reasons, by giving two months' notice in writing even during probationary period. MSys has the right to terminate the contract of employment by giving notice at its discretion to that effect in writing or basic salary in lieu thereof. The company reserves the right to pay or recover salary in lieu of the notice period, apart from reserving the right to decide on the notice period to be served based on the project commitments.
- b) Notwithstanding anything stated above, if you are in the middle of a project at the date of your resignation, in spite of the notice as above, you shall not be relieved from the company unless you have trained a replacement for the project to the satisfaction of the client and / or the Project Head.
- c) Upon your resignation or retirement from the company or termination of your service, you are required to return all assets and property of the company such as documents, formulae, specifications, literature, drawings, machines, data, files, and books including tangible or intangible in your possession of whatever description.

10) TERMINATION

During your employment with the company, after confirmation of your appointment, the Company may, at its sole discretion, terminate your employment immediately and reserves the right to hold the salary in lieu of such notice for any reason, with or without cause which is defined as follows:

- a) Breach of any of the conditions of this agreement and any other rules made applicable to you in respect of your employment with us, embezzlement, intoxication or use of illegal drug, unauthorized absence in excess of the company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the company's confidential information, gross insubordination or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the company and its affiliates and their employees, contractors and clients, violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company;

- b) Engaging in misconduct (willful, intentional or otherwise) during or connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which company believes, in its your obligations hereunder may affect the company and /or its affiliates and their employees, contractors and /or clients or may otherwise bring the company and /or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the company and /or its affiliates and their employees, contractors or clients: and or involvement in any act of moral turpitude commit breach of the terms of your employment;
- c) Your performance on the job and your ability to deliver on the expectations of the company and clients, shall be reviewed from time to time. Any shortfall in your performance, from the set expectations and objectives, an improvement plan shall be prepared, and you will be expected to meet the objectives of the improvement plan. In the event, your performance continues to fall short, the company may in its sole discretion terminate your employment immediately by or not paying your 30 days' basic monthly salary in lieu of such notice.

11) RESPONSIBILITIES

- a) In view of your position and office, you must effectively, diligently and to the best of your ability, perform all responsibilities and ensure results. You are required to keep yourself away from such activities that have an adverse impact on the reputation and the image of MSys, directly or indirectly.
- b) We at MSys, are committed to ensure “integrity” in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of your employment terms with MSys. These policies are periodically modified and updated, and new policies will be introduced from time to time.
- c) It should be noted that the employee associated with a project is not allowed to send any inappropriate communication to the client apart from the regular work reports, without the knowledge of the Project Manager. Any deviation will be viewed seriously, and necessary action will be taken, up to termination.
- d) Consistent with the above item, any matter or situation or incident arising, which could potentially result or has resulted, in any violation of the policies or this letter, shall immediately be brought to the notice of the HR department and necessary disciplinary action will be taken.

12) CONFLICT OF INTEREST

- a) You are required to engage yourself exclusively in the work assigned by the company and shall not take up independent or individual assignments directly or indirectly without the express consent of the company.
- b) 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 conflict with the interests of the company.
- c) During your employment and for a period of three (3) years from the cessation of your employment with the company (irrespective of the circumstances of, or the reasons, for the cessation) not to solicit, induce or encourage:
- d) Any employee of MSys to terminate their employment or to accept employment with any competitor, supplier, or any customer with you in any connection.
- e) Any customer or vendor of MSys to move his existing business with MSys to a third party or to terminate the business relationship with MSys.

- f) Any existing employee to become associated with or perform services of any type for any third party.
- g) Any violation of the above will be viewed seriously and will lead to action up to termination.

13) GENERAL

- a) We trust you that you have not provided us with false information or willfully suppressed any information, if you have, you will be liable to termination from employment without notice. You are required to inform the company if there are any agreements oral or written which you have entered into and which are related to your commitments under this agreement.
- b) Your employment is subject upon satisfactory reference & background checks including verification of your application materials, education, and employment history (as applicable).
- c) These employment terms supersede and replace any existing agreement or understanding, if any between MSys and you relating to the same subject matter.
- d) In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a court at Chennai, Tamil Nadu, India.

14) REPORTING DETAILS

You are requested to report on **Jun 1, 2022** at for the on-boarding formalities.

It is essential that you join on the date mentioned as above. After accepting our offer, if you do not report on the stipulated date, this offer of appointment will stand withdrawn.

15) DOCUMENTS REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of the offer letter.
- Duly executed Letter of Undertaking along with duly filled Guarantor page.
- Non-Disclosure Agreement.
- Relieving certificate, pay slip / salary certificate from your last employer, if you were employed prior to joining us.
- Two copies of your recent passport size photograph with white background.
- Cancelled bank cheque leaf.

Attested copies of the following:

- Proof of age.
- SSC / HSC or equivalent examination mark sheets.
- Diploma / Degree mark sheets for all the Semesters / Years.
- Passport first & last page.
- Driving License.
- Pan card.
- Aadhaar card.

You are requested to note that our offer is subject to submitting the above documents.

16) PASSPORT AND AADHAAR CARD

It would be to your advantage and in view of the business of MSys, all trainees are required to possess a valid passport and an Aadhaar Card. In case you do not already have one, you are required to obtain / produce a proof of having applied for the same at your own expense and intimate the same to the HR at your location, within three months of joining.

These above details need to be updated through the HR portal.

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

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,

For MSys Tech India Pvt Ltd.

Kathirvel Digitally signed
Ayyasamy by Kathirvel
Ayyasamy

Jan 24, 2022

KATHIRVEL AYYASAMY
DIRECTOR – TALENT ACQUISITION

I hereby declare that my offer of Appointment is valid only if I meet the eligibility criteria of passing the final year of Graduation/Post Graduation in the first attempt, securing 60% or above across semesters and also, undertake to produce final mark sheets and passing certificate (Attested soft copies) at the time of Onboarding to the company within 30 days of my joining, *failing which my employment with MSys may be terminated.

To confirm your acceptance of this letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to MSys.

*In case of any extension in submitting the documents a special approval to be obtained from MSys HR.

Name: _____

Signature: _____

Date: _____

ANNEXURE

NAME: Mr. Himanshu Sonawane

CURRENT POSITION: Post Graduate Engineer Trainee

Particulars	Monthly (INR)	Annual (INR)
Basic	11669	140028
HRA	5835	70020
Leave Travel Assistance	2500	30000
Non-transferable Meal Voucher	2000	24000
Special Allowance	5571	66852
Base Salary	30075`	360900
Provident Fund		21600
Medical Insurance Premium		10500
Gratuity		6996
COST TO COMPANY		400000

Non-Transferrable Meal Voucher *- NTMV provides you to avail income tax exemption benefit up to INR 2000/- per month or up to your entitled amount, whichever is lower. In case if you want cash in exchange of the existing NT, you will have to give such request by mail to your HR department.

Medical Insurance Benefit ** - You can opt for a Group Medical Insurance policy worth up to INR 5 Lakhs. Under this policy, along with yourself you can cover your spouse, up to 2 children and parents. The premium paid for the same is exempted under Section 17 of Income Tax up to a limit of INR 25,000/-. The details of the policy will be given separately.

MSYS TECHINDIA PRIVATE LTD

ASV Chandilya Towers,
8th Floor, # 5/397, Rajiv Gandhi Salai (OMR),
Okkiyam Thoraipakkam,
Chennai – 600 096.
Tel No: 044 39167015
www.msystechnologies.com

Date: Jan 24, 2022

Name: Himanshu Sonawane
Employee id:
Designation: **Post Graduate Engineer Trainee**

Mr.. Himanshu Sonawane

We are pleased to inform you that in consideration of your having agreed to make your services available to the Company for a committed period of two years, you will be paid an additional amount of Rs.1,00,000/- (Rupees One Lac only) will be post completion of two years, from the date of joining the Company. This amount will be paid half-yearly at the rate of Rs.50,000/- (Rupees fifty thousand only) at the end of June & December. This is applicable only for the 3rd year and if you are with the company. Resources on notice period will not be eligible for this amount.

In the event of your separation from the services of the Company for reasons whatsoever during this period, you will repay total amount to the Company.

The Company shall be free to recover the whole or part of the amounts payable by you from the amounts found payable to you at the time of your separation from the services of the Company.

Kindly sign a copy in acknowledgement of receipt of this letter.

Yours Faithfully
For MSys Tech India Pvt Ltd

Kathirvel
Ayyasamy Digitally signed
by Kathirvel
Ayyasamy

Jan 24, 2022

Human Resources
I have read the above and accept the same

Signature and date
(Employee)



in:sent

Compose

- Inbox 1,081
- Starred
- Snoozed
- Sent
- Drafts 76
- More

Labels

Fwd: Wipro Enrollment Letter Inbox x

 **Tejas Patil** <tejaspatil5jul@gmail.com>
to me
Tejas Patil

----- Forwarded message -----
 From: **Wipro offer letter** <wipro+email+450h9-1c7681160a@talent.icims.com>
 Date: Fri, 13 May 2022, 11:50 am
 Subject: Wipro Enrollment Letter
 To: <tejaspatil5jul@gmail.com>

May 13, 2022

Dear **Tejas Patil**,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 15 days from the receipt of the offer Letter, failing which we will be forced to ir

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter a

Please click on the link below to review and accept your enrollment letter at the earliest using a desktop/laptop.
[Click to Complete](#)

Your Login Information:
Login Name: tejaspatil5jul@gmail.com
(If you do not know your password, you can reset it by clicking here.)



To,
Ganesh Kadam
28 December 2022

Employment Offer Letter- FULL TIME

Dear Ganesh,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

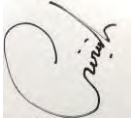
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Ganesh Kadam

Date: 28 December 2022

To,

Gangurde Ajay Krishna,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance



To,
Gaurav Wagh
28 December 2022

Employment Offer Letter- FULL TIME

Dear Gaurav,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

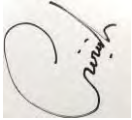
Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Gaurav Wagh

Date: 28 December 2022

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Marathe Gauri K,
Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Ms. Marathe Gauri K,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Computer Science**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Computer Science** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Rutuja Somvanshi, Lead, Computer Sci.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Rutuja Somvanshi

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Miss. Rutuja Somvanshi,
Lead, Computer Sci.

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

Karankal Gayatri
 Shirpur

6-Jan-2022

Dear Gayatri,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400

Date: 19 December 2021

To,
Miss. Savant Harshada
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Savant Harshada**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

22. 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 specified herein & 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 26 June 2022 at the client’s place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....



To,
Hemangi Patil
28 December 2022

Employment Offer Letter- FULL TIME

Dear Hemangi Patil
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

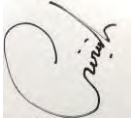
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Hemangi

Date: 28 December 2022

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004

Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Hemant Ravindra Mali,

Dear **Mr. Hemant,**

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

Job Offer from Jade Global

Dear Hemant Chaudhari,

Congratulations! You have been selected and I am pleased to extend the following offer of employment to you on behalf of **Jade Global**.

Please submit your pending documents by Clicking on the following link - [Forms and Documents](#)

Please take time to review our offer by clicking on the following link – [Click here](#)

We believe that your knowledge, skills, and experience would be an ideal fit for our **WILP team**. We hope you will enjoy your role and make a significant contribution to the overall success of **Jade Global**.

It includes important details about your compensation, benefits, and the terms and conditions of your anticipated employment with Jade Global.

Commencement Date & Location

As we discussed, your employment will commence on **Sep 5, 2022** your base location would be as mentioned in the appointment letter, you may also be required to work at such other locations determined by the needs of the business.

Acceptance

Please indicate your agreement with the terms and provide acceptance of the offer by signing the agreement and returning it to me before **Sep 5, 2022**.

Please upload your documents by Clicking on the following link - [Forms and Documents](#)

We look forward to welcoming you to the **Jade Global** team.

If you have any questions or need additional information, please don't hesitate to contact me by email on nilima.ghoderao@jadeglobal.com.

Best Regards,
Nilima Ghoderao
(Jade Global)

Job Offer from MSys Technologies for Software Engineer Trainee Position

Dear Himanshu Sonawane,

Congratulations! You have been selected as the best candidate for the **Software Engineer Trainee position** and I am pleased to extend the following offer of employment to you on behalf of **MSys Technologies**.

We believe that your knowledge, skills, and experience would be an ideal fit for our **Freshers Hiring -2022 team**. We hope you will enjoy your role and make a significant contribution to the overall success of **MSys Technologies**.

It includes important details about your compensation, benefits, and the terms and conditions of your anticipated employment with MSys Technologies.

Commencement Date & Location

As we discussed, your employment will commence on **Jun 1, 2022** and you will be based at **Any Location** but may be required to work at such other locations determined by the needs of the business.

Acceptance

Please indicate your agreement with the terms and provide acceptance of the offer by signing the agreement and returning it to me before **Jun 1, 2022**.

We look forward to welcoming you to the **MSys Technologies** team.

Please take time to review our offer by clicking on the following link - [Click here](#)

If you have any questions or need additional information, please don't hesitate to contact me by email on kbalasundaram@msystechnologies.com.

Best Regards,
Kishore Balasundaram
(MSys Technologies)

To - Shubhangi Patil

Address: 12A Nakul Society Shirpur, Dhule Dist.

Email Id: patilshubhangi7875@gmail.com

Subject: Appointment Letter

Dear Shubhangi Patil,

With reference to our selection procedure, we are pleased to offer you a position of **"Trainee Software Developer Consultant"**, subject to acceptance of the terms & conditions specified below. We trust that your knowledge, skills and experience will be among our most valuable assets.

1. Date of Joining

Your date of joining was **8th Aug 2022**

2. Professional Period

You will be on a Probation Period of Twelve Months from the date of joining.

After completion of the said period you will be confirmed as permanent employee as per your performance rating during the period.

3. Salary Structure and Taxation

You shall be paid Annual of **Rs.2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum including tax. TDS will be 10%.

At the end of the professional period, depending on your performance, your professional fees shall be revised as per company policy.

The professional fees, structure of the Company may be altered /modified at any time without prior notice & your package of remuneration & other terms may be altered /modified from time to time. Further, professional fees, allowances & all other payments /benefits will be governed by statutory provisions in force from time to time & subject to deduction of appropriate taxes at source.

HRD/2T/1003911470/22-23

October 12, 2022

Ms. Janvi Dinesh Wasnik
No.19 A-3
Nakul Society, Shirpur
Dhule-425405
India

Ph: +91-7387528740

Dear Janvi,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by RICHARD
GERARD LOBO
Date: 2022.10.12 14:27:31 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1003911470/22-23

October 12, 2022

Ms. Janvi Dinesh Wasnik
No.19 A-3
Nakul Society, Shirpur
Dhule-425405
India

Ph: +91-7387528740

Dear Janvi,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **02-Jan-2023**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

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

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

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2022-23 will be as follows:

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

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Associate** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Associate, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Janvi Dinesh Wasnik
ROLE	Systems Associate
ROLE DESIGNATION	Systems Associate - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

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

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

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



Offer of Employment

Miss. Karishma Patil

Shirpur.

Dear Miss. Karishma,

We are happy to offer you the position of data analyst at our company.

We Hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: *A six-month probation period will begin on the day of hire, as per the company commitment in the interview after the 6-month period company will increase your salary but it totally depends on your work performance.*

Working Hours: *The company works for 6 days a week ie; from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies which might change from time to time.*

Every project can define customized workdays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project

Leaves: *Each year, you will be entitled to 12 annual leaves and 12(casual & medical) eaves The employee shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.*

Notice Period: *You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.*

Retention amount - *A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period*

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Sonar Kaushal Sanjay,

Dear Miss. Kaushal,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

Date: 19 December 2021

To,
Miss. Khan Aarij Arif
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Khan Aarij Arif**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Koli Vaishali Subhash
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Koli Vaishali Subhash**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Savant Komal Shivaji
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Savant Komal Shivaji**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. Coterminous:

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Kunal Mali
Shirpur

6-Jan-2021

Dear Kunal,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
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Podium Floor, Binarius/Deepak Complex,
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Maharashtra, India.
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Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004

Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Chaudhari Lakita Ravindra,

Dear Miss. Lakita,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

Date: 19 December 2021

To,
Miss. Lalwani Heena Yogendra
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Lalwani Heena Yogendra**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

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You shall report to work 26 June 2022 at the client’s place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Mahajan Rahul

6-Jan-2021

Shirpur

Dear Mahajan Rahul,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
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Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

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Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Date: 19 December 2021

To,
Mr. Mali Nilesh Ashok

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Mali Nilesh Ashok**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

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4. Location:

Your place of work shall be at our Noida office.

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You are appointed as AMC Executive.

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You shall report to work 26 June 2022 at the client's place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Mali Vishal Chintaman

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Mali Vishal Chintaman**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

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With warm regards,

For **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Mali Bhavesh
Shirpur

6-Jan-2021

Dear Bhavesh,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

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Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

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Mohsin Mohammed

Vice President- Human Resources

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Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400



✉ hr@craftcodersinfotech.com
🌐 <http://www.craftcodersinfotech.com/>
📍 1925, Ghanti Street, Limda Chock, Bhagal, Surat, India - 395003

Offer Letter

Dear Manoj,

We are pleased to inform you that you have been appointed as a **Trainee React Native Developer** with effect from **Oct 3rd, 2022**.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits, and the terms and conditions of your anticipated employment with **Craft Coders Infotech LLP**.

Craft Coders Infotech LLP is offering a full-time position for you as a Trainee React Native Developer starting on **Oct 3rd, 2022** at 1925, Second Second Floor, Stitching Points Fabrics, Ghanti Sheri, Limda Chowk, Bhagal, Surat, Gujarat - 395003. Expected hours of work are 6 days of the week (Saturday is half-day 9:30 AM to 1:30 PM. Another day it'll be 9:30 AM to 6:30 PM).

In this position, **Craft Coders Infotech LLP** is offering to start you at a payrate of **Rs. 1 0 K/ for** 6th months as a stipend and then after you will get a payrate of **Rs. 1 6 K to 2 0 K per month** based on your performance in the training period. You will be paid on a monthly basis.

As a bond, you have to sign in 100 RS stamp paper. It will be a 1.6 year(i.e. 18 months) bond.

You must be required at least **60 days notice period** before leaving the company.

Thank you. Wish for your best performance in the company.

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Manoj Mali,

Dear Mr. Manoj,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

25-Jan-2022

Mayur Patil

Dear Mayur,

With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before 29-June-2023.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Name: Mayur Patil Designation: Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1337.5	16,050
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4213	50,556
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	433	5,196
	Annual Gross Compensation		205,002
	Annual Total Compensation		205,002
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		221,002

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

•For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

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

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

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

Note:

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

- Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



To,
Mayur Patil
28 December 2022

Employment Offer Letter- FULL TIME

Dear Mayur
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

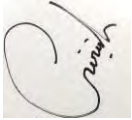
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Mayur Patil

Date: 28 December 2022

Date: 19 December 2021

To,
Miss. Jain Aditi

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear Miss. Jain Aditi

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Jain Payal

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear Miss. Jain Payal

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. Coterminous:

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

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6. Remuneration:

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You shall report to work 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Sharma Ritika

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear Miss. Sharma Ritika

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

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You shall report to work 26 June 2022 at the client’s place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Jadhav Poonam Ramdas

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Jadhav Poonam Ramdas**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Jadhav Priyanka Ashok

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Jadhav Priyanka Ashok**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. Coterminous:

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5. Position:

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Kalal Lalita Ramdas

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Kalal Lalita Ramdas**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. Coterminous:

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

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6. Remuneration:

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Karvy Data Management Services Limited

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You shall report to work 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Pawara Jyoti Ganesh
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Pawara Jyoti Ganesh**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

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CIN: U72300TG2008PLC058738

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Wani Vaibhavi Rajendra

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Wani Vaibhavi Rajendra**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

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Your place of work shall be at our Noida office.

5. Position:

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With warm regards,

For Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

kaliberr

To,
Miss. Dipali Rajendra Girase,
27, Bhagwati Nagar Deopur Dhule

Subject: Offer Letter
Designation: Microbiology-Trainee
Department: Microbiology

Dear Dipali,

This is in reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of “**Microbiology-Trainee**” in “**Microbiology Department**” on the terms and conditions as mutually agreed upon at the time of interview.

As discussed, your annual CTC would be as per our agreed terms. You are requested to report for joining at Plant/Office on or before **15/05/2022**.

You are required to enter into a Confidentiality Agreement with the Company and provide the following list of documents for company records. Therefore, you are requested to bring these along with you on **15/05/2022**.

Note: - Traveling from Nashik to **Kaliberr BioScience Pvt. Ltd.** (Plant location) charge will be Applicable 2500*/Month

1. Colour Photographs- 2 Nos. passport size.
2. Last Employers Relieving Letter Copy of Accepted Resignation Letter.
3. Last Salary Slip (Not Applicable if Fresher).
4. Copies of Education Qualification: Highest Qualification.
5. PAN number Copy / application no of PAN form, (if applied).
6. Copy of Passport (If Applicable).
7. Proof of Birth Date.
8. Proof of Address.
9. Aadhar Card Photocopy
10. Negative RT-PCR or vaccination certificate required.
11. PF/ESIC and PT will get deducted per month as per Government Norms.

We welcome you and look forward for your arrival in **Kaliberr BioScience Pvt. Ltd.** Please sign the duplicate copy of this letter as token of your acceptance of this offer. Thanking you, Sincerely,

Kaliberr BioScience Pvt. Ltd.



Authorized Signatory

Kaliberr BioScience Pvt. Ltd.

Connect at:
www.kaliberrlabs.com
info@kaliberrlabs.com

(+91) 9730 180 899
(+91) 9730 555 171

Registered Office:
S.No. 12/1, Plot No. 23,
Tipre Colony, Camp Road, Malegaon
Dist.: Nashik, Pin Code: 423203
Maharashtra, India.

Plant Address:
Survey No. 444/1, Koshimba Road,
Khadki, Lakhmapur Tai: Dindori,
Dist.: Nashik, Pin Code: 422202
Maharashtra, India

kaliberr

To,
Miss.Pallavi Pitambar Patil,
At.Post Velode, Dist.Jalgaon

Subject: Offer Letter
Designation: Microbiology-Trainee
Department: Microbiology

Dear Pallavi,

This is in reference to your application and subsequent interviews you had with us.
We are pleased to offer you the position of “**Microbiology-Trainee**” in “**Microbiology Department**”
“on the terms and conditions as mutually agreed upon at the time of interview.

As discussed, your annual CTC would be as per our agreed terms.
You are requested to report for joining at Plant/Office on or before **15/05/2022**.

You are required to enter into a Confidentiality Agreement with the Company and provide the following list of documents for company records. Therefore, you are requested to bring these along with you on **15/05/2022**.

Note: - Traveling from Nashik to **Kaliberr BioScience Pvt. Ltd.** (Plant location) charge will be Applicable 2500*/Month

1. Colour Photographs- 2 Nos. passport size.
2. Last Employers Relieving Letter Copy of Accepted Resignation Letter.
3. Last Salary Slip (Not Applicable if Fresher).
4. Copies of Education Qualification: Highest Qualification.
5. PAN number Copy / application no of PAN form, (if applied).
6. Copy of Passport (If Applicable).
7. Proof of Birth Date.
8. Proof of Address.
9. Aadhar Card Photocopy
10. Negative RT-PCR or vaccination certificate required.
11. PF/ESIC and PT will get deducted per month as per Government Norms.

We welcome you and look forward for your arrival in **Kaliberr BioScience Pvt. Ltd.**
Please sign the duplicate copy of this letter as token of your acceptance of this offer.
Thanking you, Sincerely,

Kaliberr BioScience Pvt. Ltd.



Authorized Signatory

Kaliberr BioScience Pvt. Ltd.

Connect at:
www.kaliberrlabs.com
info@kaliberrlabs.com

(+91) 9730 180 899
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Dist.: Nashik, Pin Code: 423203
Maharashtra, India.

Plant Address:
Survey No. 444/1, Koshimba Road,
Khadki, Lakhmapur Tai: Dindori,
Dist.: Nashik, Pin Code: 422202
Maharashtra, India

Date: 19 December 2021

To,
Mr. More Avinash

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. More Avinash**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

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2. Tenure:

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3. Coterminous:

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

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You shall report to work 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Deore Ashwin

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Deore Ashwin**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

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With warm regards,

For **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Mahajan Harshal

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Mahajan Harshal**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

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With warm regards,

For Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Sandip Sonar

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear Mr. Sandip Sonar

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited (“Company”) starting from 26 June 2022 at our Noida Office.

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With warm regards,

For **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Tejas Patil

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Tejas Patil**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

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With warm regards,

For Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Chaudhari Harshal R.

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Chaudhari Harshal R.**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

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With warm regards,

For Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Himanshu Gurav

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Himanshu Gurav**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

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Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Pagare Nikhil Vijay

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Pagare Nikhil Vijay**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

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22. 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 specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Mr. Wani Nilesh

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Mr. Wani Nilesh**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

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The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Mrunal Patil,
Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics Dear

Ms. Mrunal Patil,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Chemistry**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Chemistry** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Pralhad Patil, Lead, Chemistry.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/ altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Pralhad Patil

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Mr. Pralhad Patil,
Lead, Chemistry.

Employee Signature:



Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

Patil Mrunal
R. C. Patel ACS, College, Shirpur

6-Jan-2022

Dear Mrunal,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Neha Marathe
Untawad, Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, PhysicsDear

Ms. Neha Marathe,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Physics**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Physics** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Mr. Pravin Khandekar, Lead, Physics.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/ altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Pravin Khandekar

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Mr. Pravin Khandekar
Lead, Physics

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur



Mishra Neha

6-Jan-2021

R. C. Patel ACS, College, Shirpur

Dear Neha,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

45CA1033C6A6440...

Mohsin Mohammed
Vice President- Human Resources
Operational Offices:

 10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

 Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

 7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400

Annexure -1

SALARY FITMENT SHEET

Date: 6-January-2021

Name of the candidate : Mishra Neha

Designation : Specialist – Payment Accuracy

Department : Intl Ops – RCA Rx Dups

Expected Date of Joining : 16th January 2023

SALARY STRUCTURE		
Fixed Components	P.A (INR)	P.M (INR)
Basic	225,000	18,750
HRA	157,500	13,125
PF(Employer's Contribution)	21,600	1,800
Flexi Benefit Plan	45,900	3,825
LTA Taxable	45,900	3,825
Fixed CTC (A)	450,000	37,500
Other Benefits		
Gratuity	10,823	
Group Medclaim & Personal Accident Policy Premium	32,086	
Life Insurance Premium	1,485	
Total Other Benefits (B)	44,394	
Total Cost to Company (A + B)	494,394	
Note:		
1.*Denotes optional component.		
2. You are covered under Medclaim Insurance for self & immediate family (Family definition is Self, spouse, children & parents) subject to maximum four members including self. You have the option of adding maximum 2 more family members with the medclaim policy (GMC) subjective premium to be paid by you. You are also covered under the personal accident policy and Group Life Insurance Policy of the company (Self only)		
3. All the statutory insurance liabilities are as covered under the above policies.		
4. Please note PF contribution of both Employee and Employer are considered as part of above Fixed CTC.		
5. The above remuneration is subject to Income Tax and other statutory deductions.		

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1038C6A6440

Mohsin Mohammed

Vice President- Human Resources

ACKNOWLEDGEMENT:

I accept your offer of employment and will report on (16-January-2023)

DocuSigned by:

[Signature]

4B7248BCC811425

(Signature of the candidate)

Candidate Full Name -

Madhuri Rajaram Kudale

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
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Podium Floor, Binarius/Deepak Complex,
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 Tel: +91 422 668 4400

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Neha Deore,
Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Ms. Neha Deore,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Mathematics**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Mathematics** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Diksha Trivedi, Lead, Mathematics.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/altered from time to time.

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5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

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To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

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We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Rutuja Somvanshi

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Miss. Diksha Trivedi,
Lead, Mathematics.

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur



To,
Mishra Neha
28 December 2022

Employment Offer Letter- FULL TIME

Dear Neha,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

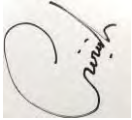
Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Mishra Neha

Date: 28 December 2022

HRD/InfosysBPM/1003944816

July 8, 2022

Mr. ROSHAN RAMESH PAWAR PAWAR
56
b Rakesh nager varzdi road shirpur
Dhule-111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear ROSHAN RAMESH PAWAR,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 15-July-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. ROSHAN RAMESH PAWAR PAWAR
Role Designation	Process Executive
Job Level	2B
Date of Joining	15-July-2022
Location of Posting	PUNE, MAHARASHTRA, India
Fixed Components	Amount in INR per month
Basic	11,550
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	633
Sub Total 1	13,283
Statutory Components	
Company Contribution to Provident Fund	1,518
Gratuity	608
Bonus	2,530
Sub Total 2	4,656
Gross Salary per month - Sub Total 1+2	17,939
Total Annual CTC	215,268

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.



7859957217



hr@codesdot.com



www.codesdot.com

OFFER LETTER

CodesDot
Surat, Gujarat

November 9, 2021

Harshal Anil Patil,
Santoshi mata chauk Karvand,
Tal- Shirpur - 425405
Distt-Dhule
Maharashtra

Dear Harshal,

Congratulations!

On behalf of Codesdot Solutions, I am excited to extend an offer to you for an internship position within our development team. This position is located in Surat, Gujarat. The position is for a **Jr. Web Developer**.

This position is scheduled to begin on **November 15th, 2021** and will be a six month paid internship opportunity ending on **May 15th, 2022**.

This position will pay per month stipend and accommodation which will be provided by the company. In this role, you will report directly to **Mr. Jenit Vaghashiya**. This offer is contingent upon the successful completion of position requirements. Please be sure to bring necessary documents (the list will be sent to you separately) with you on your first day to complete your profile.

If you have any questions about this offer please contact me on my number i.e. **+917859957217**. Please review this letter in full, and sign and return it to confirm your acceptance of the position no later than **November 10th, 2021**. We look forward to having you begin your career at Codesdot Solutions and wish you a successful internship. Welcome to our team!

We are wishing you fruitful association with the organization.

Sincerely,
CODESDOT SOLUTIONS
CodesDot

T. B. Bhandare
PROPRIETOR



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Dear Aarti Wagh,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Aarti Wagh you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

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2 Passport Sized Photograph
cancelled cheque

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Dear Akshay Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Akshay Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

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Dear Amrapali birhade,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Amrapali birhade you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Amrapali Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Amrapali Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

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Dear Anjali Bhadane,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Anjali Bhadane you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

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Dear Ankita Chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Ankita Chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

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Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Apurva Sanjay Sonawane (apurvasonawane257@Gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

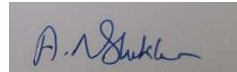
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



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Dear Archita Chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Archita Chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

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Dear Ashwani bapu hubale,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Ashwani bapu hubale you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Banjara Bhatusingh,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Banjara Bhatusingh you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhaghyashree Marathe,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhaghyashree Marathe you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhagyashree Girase,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhagyashree Girase you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhagyashree Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhagyashree Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhagyashree Sonawane,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhagyashree Sonawane you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhavesh chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhavesh chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhavika patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhavika patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Bhoneshwari Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhoneshwari Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhumika Javeri,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhumika Javeri you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Bhupendra patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Bhupendra patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Chandraraj Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chandraraj Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

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Post-Graduation
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Address Proof
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2 Passport Sized Photograph
cancelled cheque

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Dear Chandrashekar Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chandrashekar Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Chetan Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetan Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Chetana Sonar,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetana Sonar you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Chetana Thakare,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Chetana Thakare you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Devidas chaudhari,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Devidas chaudhari you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Girase,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Girase you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Darshana Khopade,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Darshana Khopade you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepali Gavit,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepali Gavit you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepika hire,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepika hire you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Deepika Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Deepika Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Devyani Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Devyani Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Devyani Karankal,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Devyani Karankal you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Dhanashri Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Dhanashri Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Dixita Ramkrushna Malvi (dixitalmalvi@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

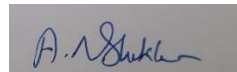
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



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Dear Durgesh Marathe,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Durgesh Marathe you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

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Dear Gaurav Asaware,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Asaware you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gaurav Kotkar,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Kotkar you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gaurav Sonawane,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gaurav Sonawane you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gayatri Kapadne,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gayatri Kapadne you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gayatri Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gayatri Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Gunjan Mahajan,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Gunjan Mahajan you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Harshad Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshad Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

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Dear Harshada patil,

Congratulations!

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Regd. Office: Manjula Arcade, 3rd Floor, Near Cosmos Bank, Gokhale Road, Naupada, Thane (West) – 400 601
Telephone: 022 4969 0327, Email: operations@abhinavinst.com | Website: www.abhinavinst.com

Dear Harshada Patil,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshada Patil you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

SSC Marksheet
HSC Marksheet
Graduation
Post-Graduation
Photo ID Proof
Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

Best Wishes.
Abhinav Institute of Technology and Management

Signature not required as this is a system generated letter.



Abhinav Institute of Technology & Management

Regd. Office: Manjula Arcade, 3rd Floor, Near Cosmos Bank, Gokhale Road, Naupada, Thane (West) – 400 601
Telephone: 022 4969 0327, Email: operations@abhinavinst.com | Website: www.abhinavinst.com

Dear Harshdeep Deore,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Harshdeep Deore you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

SSC Marksheet
HSC Marksheet
Graduation
Post-Graduation
Photo ID Proof
Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

Best Wishes.
Abhinav Institute of Technology and Management

Signature not required as this is a system generated letter.



Abhinav Institute of Technology & Management

Regd. Office: Manjula Arcade, 3rd Floor, Near Cosmos Bank, Gokhale Road, Naupada, Thane (West) – 400 601
Telephone: 022 4969 0327, Email: operations@abhinavinst.com | Website: www.abhinavinst.com

Dear Isha Kapule,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Isha Kapule you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

SSC Marksheet
HSC Marksheet
Graduation
Post-Graduation
Photo ID Proof
Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

Best Wishes.
Abhinav Institute of Technology and Management

Signature not required as this is a system generated letter.



Abhinav Institute of Technology & Management

Regd. Office: Manjula Arcade, 3rd Floor, Near Cosmos Bank, Gokhale Road, Naupada, Thane (West) – 400 601
Telephone: 022 4969 0327, Email: operations@abhinavinst.com | Website: www.abhinavinst.com

Dear Jagruti jadhav,

Congratulations!

Subsequent to your interview rounds, this is to confirm that Jagruti jadhav you have been selected for the position of Customer care Executive. We look forward to having you as an integral part of our team. Your starting remuneration as Customer care Executive will be 14000 /-

Your date of joining will be communicated to you shortly.

Kindly reply to this mail confirming your acceptance of this offer as well as the terms mentioned in it.

Note that your position, remuneration and date of joining is subject to change based on final project assignment.

Please find below the list of documents you need to share before joining:

SSC Marksheet
HSC Marksheet
Graduation
Post-Graduation
Photo ID Proof
Address Proof
Previous Employment Documents
2 Passport Sized Photograph
cancelled cheque

Best Wishes.
Abhinav Institute of Technology and Management

Signature not required as this is a system generated letter.

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Jayesh Devidas Patil (jayeshpatil1903@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

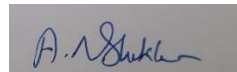
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

August 2, 2023

**Mr. Harshad Patil
Mumbai.**

Dear Harshad,

With reference to our discussion, we are pleased to offer you the position of “**Jr. Project Coordinator**”, at Hinduja Global Solutions Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be **₹356330.00/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e. certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth, and any other checks as deemed fit by the organisation). As mutually agreed you would be based at **Mumbai** and join duties on or before **August 7, 2023**.

The tenure of this employment is for the period of **12 months** ending on **August 6, 2024**.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.
Thanking you,

Yours faithfully,
For Hinduja Global Solutions Limited,

Signature Not Verified

Digitally signed by SHIRUDE PRAJAKTA
MADHUKAR
Date: 2023.08.03 05:31:22 +05:30
Reason: Offer

**(Prajakta Shirude)
Head- Human Resources
Business Services**

This is a digitally signed document and does not require physical signature

HINDUJA GLOBAL SOLUTIONS LIMITED

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92I99MHI995PLC084610

Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-4208 22-2497

Registered in England No: 3017799

ANNEXURE			
Name	Harshad Patil	Salary Details	
Location	Mumbai	Monthly CTC	Annual CTC
Effective Date	August 7, 2023		
Position	Jr. Project Coordinator		
"A" Fixed			
1	Basic	11,917	1,43,000
2	HRA	5,958	71,500
3	Statutory Bonus	2,833	34,000
4	Variable Allowance	6,613	79,352
"A" Sub total Fixed / Gross Salary		27,321	3,27,852
"B" Retirals			
5	Provident Fund (Employers Contribution)	1,800	21,600
6	Gratuity (@4.81% of Basic)	573	6,878
7	ESIC (@ 3.25% of Gross)	-	-
"B" Sub total Retiral Benefits		2,373	28,478
"C" Others			
8	Medical Insurance Premium	-	-
"C" Sub total Others		-	-
Total Cost to Company [A]+[B]+[C]		29,694	3,56,330
NET TAKE HOME SALARY			
GROSS SALARY		27,321	3,27,852
Add : REIMBURSEMENTS			
Less :			
PF - EMPLOYEES CONTRIBUTION		1,800	21,600
ESIC - EMPLOYEES CONTRIBUTION		-	-
MEDICLAIM INSURANCE PREMIUM		321	3,854
PT		200	2,500
Income Tax*		-	-
TOTAL DEDUCTIONS		2,321	27,954
NET SALARY		25,000	2,99,898
Income Tax*	<i>Appropriate Income Tax would be deducted in the payroll every month</i>		

HINDUJA GLOBAL SOLUTIONS LIMITED

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92199MH1995PLC084610

Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-4208 22-2497
 Website: www.teamhgs.com
 Registered in England No: 3017799

Ms.Akanksha Dhangar,
At Asli Post Bhorkheda,
Tal-Shirpur, Dist Dhule.

Letter of Appointment

Dear Akanksha,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in Projects Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 22nd Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,


Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name: _____	Date _____	Sign _____
---	--------------------------------------	------------	------------

Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.
- You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.
13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period.
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
--------	--------------------------------------	------------	------------



+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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▪ Australia ▪ Canada ▪ UAE (Dubai) ▪ India (HO) ▪ Oman ▪ Singapore

HO : M9 MIDC Ambad Nashik MS India 422010 Ph +91 253 6618000 CIN U31904MH2019PTC33266

Factory : Shed 7 Gat 439 Nsk Highway Gonde Dumala Nashik MS India 422 403 Ph+91 02553-662907/662903

Angul	Aurangabad	Bengaluru	Bhubaneswar	Chennai	Coimbatore	Delhi	Guwahati	Hyderabad	Jajpur
Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa



SIEMENS



ANNEXURE 2: Remuneration Details - Confidential

FOX SOLUTIONS PVT LTD CONFIDENTIAL				Factory Allowance	Type of Employment
				No	Permanant
NAME :	Akanksha Dhangar	REPORTING MANAGER :	Vikram Ekhande		
D.O.J:	12-Jun-23	GRADE :	SG1	DOB	27-Dec-2002
DESIGNATION :	Trainee-Projects			WORK LOCATION :	Nashik-NEC1
Branch	A&D	Department:	PE -A&D	Age	21
Remuneration Details			Issued on	29 Jun 2023	Offer Hike
Gross Salary			19,000	Incentive	12,000
					Div/01

		Monthly	Annual
	Basic	15,000	180,000
	Special Allowance	4,000	48,000
A	Gross + Factory Allowance	19,000	228,000
	PF (Employee)	12%	1,800
	ESIC(Employee)	0.75%	143
	Profession Tax	200.00	2,500
B	Deductions	2,143	25,816
C	Amt Deposited	16,857	202,184
	Provident Fund (Employer)	13.1%	1,965
	ESIC(Employer)	3.25%	620
	PERFORMANCE INCENTIVE *		12,000
	MEDICLAIM PREMIUM	4.00 Lacs	3,833
	PA Insurance Coverage	7.50 Lacs	277
	GRATUITY		8,654
	Employee Compensation (W.C)		761
	Group Term Policy { Coverage 11.40 Lacs }		1,272
D	Total Other Benefits	2,585	57,813
E	Total Remuneration - CTC	23,818	285,813

* NOTE:

1. Performance based incentive can typically range between : 50% to 130%
2. Incentives are paid in October for the period 1 April to 31 March of previous year.
3. Incentive paid only to those employees who are on rolls on 1st October when incentives are paid.
4. For fresh Engineers Incentive eligibility is from effective completion of 2 years. Bonus applicable as per offer.
5. Estimated incentives mentioned are annual amounts, Pro-rata amounts will be paid for part of the service period.
6. The Notice period : for grade EG4 & above is 90 days and for rest all other grades is 60 days.
7. The CTC breakup is subject to changes in case of implementation of any new government rules/Circular
8. Allowance of EG4 is same as of EG3 Grade

HR

I understand and accept. Name:

Date

Sign

▪ Australia ▪ Canada ▪ UAE (Dubai) ▪ India (HO) ▪ Oman ▪ Singapore

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Factory : Shed 7 Gat 439 Nsk Highway Gonde Dumala Nashik MS India 422 403 Ph+91 02553-662907/662903

Angul Aurangabad Bengaluru Bhubaneswar Chennai Coimbatore Delhi Guwahati Hyderabad Jajpur
Jamshedpur Kolhapur Kolkata Mumbai Nagpur Nashik Pune Raipur Ranchi Silvassa

Solution Partner

Automation

SIEMENS

FLUKE

Process Instruments

CMMI
Level 4TUV
SUD

Mr.Sagar Ramesh Patil,
At Post Untawadi Tal Shirpur,
Dist Dhule.

Letter of Appointment

Dear Sagar,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee- IA Sales.

Your initial posting is at Silvassa . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 21st Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,



Joy Alor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name:	Date	Sign
---	--------------------------------	------	------

Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name:	Date	Sign
---	--------------------------------	------	------

12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.

You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name:	Date	Sign
---	--------------------------------	------	------

23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name:	Date	Sign
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Mr.Pushkar Chandrakant Shirsath,
52 A, Gangamai Nagar, Shingave Shivar.
Shirpur.

Letter of Appointment

Dear Pushkar,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in LPS Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 27th Jun 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.


Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,


Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

HR 	I understand and accept. Name:	Date	Sign
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name:	Date	Sign
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+25 years
Rising Eminently

12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.

You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.

14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.

15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.

16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period

17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.

18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.

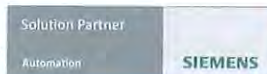
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.

20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.

21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

	I understand and accept.	Name:	Date	Sign
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Concept to Commissioning

+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR	I understand and accept. Name:	Date	Sign
			

▪ Australia ▪ Canada ▪ UAE (Dubai) ▪ India (HO) ▪ Oman ▪ Singapore

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Factory : Shed 7 Gat 439 Nsk Highway Gonde Dumala Nashik MS India 422 403 Ph+91 02553-662907/662903

Angul	Aurangabad	Bengaluru	Bhubaneswar	Chennai	Coimbatore	Delhi	Guwahati	Hyderabad	Jajpur
Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa





Concept to Commissioning

+25 years
Rising Eminently

Ms.Akanksha Dhangar,
At Asli Post Bhorkheda,
Tal-Shirpur, Dist Dhule.

Letter of Appointment

Dear Akanksha,

Welcome to FOX.

We are happy to include you in the highly dynamic team of this rapidly growing firm.

You are appointed in the 'S1' Grade as Trainee in Projects Department.

Your initial posting is at Nashik . Job requirements may need you to be posted at any office of the company.

This appointment is on fulfillment of offer letter dated 22nd Feb 2023.

The terms of appointment are mentioned in Annexure 1 of the appointment/offer letter.

Your remuneration details are as per Annexure 2.

Your appointment is with effect from 12th June'2023.

Wish you a great career at Fox.

Yours Sincerely,

Joy Aloor
Director HR & Operations

Rashmi Sharma
GM - HR

	I understand and accept. Name: _____	Date _____	Sign _____
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Annexure 1. Terms of Employment

1. You will be on probation for a period of 6 months after joining. On successful completion of probation, you will be confirmed, and shall be entitled to all regular company benefits and leaves.
2. Your services are transferable, and you may be assigned to any office of FOX Group of Companies, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You will be entitled to leave and holidays in accordance with the Company's policy as per location and department guidelines.
5. You may be required to travel on Company work and will be reimbursed expenses as per Company policy.
6. Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.
7. Your remuneration and other terms are strictly between yourself and the Company. This information and any changes made therein should be treated as personal and confidential.
8. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).
9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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12. Information security compliance: You understand that information pertaining to FOX Group of Companies operations and intellectual property is confidential. You will sign a non-disclosure agreement as required. You acknowledge that proprietary and confidential information and materials regarding company and its clients may be disclosed to you during this employment and that such disclosures are made solely for the purpose of assisting you in performing services under this employment agreement.
- You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.
13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
14. You herewith indemnify the company from any breach of confidentiality agreements you may make in future or have had with your previous employers.
15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
16. In the event of separation from the company, you/the company will give a written notice/resignation with a notice period of 60 working days. This is to be submitted in person to/by the HR department **after completing your current project or site/ commissioning activities**. No leave is permitted in the notice period. In case of resignation, the company can at its discretion relieve you earlier than the stated notice period
17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
21. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
22. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval (absconding), you will be deemed to have voluntarily terminated your service without notice and will have to bear the legal consequences of the same.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Concept to Commissioning

+25 years
Rising Eminently

- 23. You will notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. All notices shall be considered properly delivered if sent to your registered email id.
- 24. The first Performance Evaluation for salary revision will be 6 months after date of confirmation.
- 25. Performance Incentives will be applicable from DOJ and based on individual performance, department performance and company performance. Typical Performance Incentives range is **-50% to +30%**. Incentives are paid in October for the preceding period 1 April to 31 March. Incentives are paid only to employees on rolls on 1st October when incentives are paid.
- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Jamshedpur	Kolhapur	Kolkata	Mumbai	Nagpur	Nashik	Pune	Raipur	Ranchi	Silvassa

Solution Partner

Automation

SIEMENS

FLUKE

Process Instruments



ANNEXURE 2: Remuneration Details - Confidential

FOX SOLUTIONS PVT LTD CONFIDENTIAL				Factory Allowance	Type of Employment
				No	Permanant
NAME :	Akanksha Dhangar	REPORTING MANAGER :	Vikram Ekhande		
D.O.J:	12-Jun-23	GRADE :	SG1	DOB	27-Dec-2002
DESIGNATION :	Trainee-Projects			WORK LOCATION :	Nashik-NEC1
Branch	A&D	Department:	PE -A&D	Age	21
Remuneration Details		Issued on		29 Jun 2023	Offer Hike
Gross Salary		19,000	Incentive	12,000	nil/0%

			Monthly	Annual
	Basic		15,000	180,000
	Special Allowance		4,000	48,000
A	Gross + Factory Allowance		19,000	228,000
	PF (Employee)	12%	1,800	21,600
	ESIC(Employee)	0.75%	143	1,716
	Profession Tax		200.00	2,500
B	Deductions		2,143	25,816
C	Amt Deposited		16,857	202,184
	Provident Fund (Employer)	13.1%	1,965	23,580
	ESIC(Employer)	3.25%	620	7,436
	PERFORMANCE INCENTIVE *			12,000
	MEDICLAIM PREMIUM	4.00 Lacs		3,833
	PA Insurance Coverage	7.50 Lacs		277
	GRATUITY			8,654
	Employee Compensation (W.C)			761
	Group Term Policy { Coverage 11.40 Lacs }			1,272
D	Total Other Benefits		2,585	57,813
E	Total Remuneration - CTC		23,818	285,813

* NOTE:

- Performance based incentive can typically range between : 50% to 130%
- Incentives are paid in October for the period 1 April to 31 March of previous year.
- Incentive paid only to those employees who are on rolls on 1st October when incentives are paid.
- For fresh Engineers Incentive eligibility is from effective completion of 2 years. Bonus applicable as per offer.
- Estimated incentives mentioned are annual amounts, Pro-rata amounts will be paid for part of the service period.
- The Notice period : for grade EG4 & above is 90 days and for rest all other grades is 60 days.
- The CTC breakup is subject to changes in case of implementation of any new government rules/Circular
- Allowance of EG4 is same as of EG3 Grade

HR  I understand and accept. Name: _____ Date _____ Sign _____

Mr. Prasad Mukunda Mali ,
A/P Betawad, Tal Shindkheda, Dist-Dhule,
Pin Code-425403
Contact No: 8459965321
prasadmmali@gmail.com

Employment Offer Letter

Dear Prasad,

We are pleased to offer you the position of 'Automation Engineering Services', in our Projects department.

You will join our 500+ strong family of enthusiastic, committed, and competent people. We are sure you will put in the right efforts, to build a great career and have a great time. We at FOX have built up a strong reputation for reliability and competence in our areas of Industrial Automation, Plant Engineering Services, Automation IT and Special Purpose Machines. You have an important role to enhance this.

Your appointment will be effective on your joining date, i.e., 12th Jun 2023. Your initial posting will be in Nashik. You will report to Mr. Sanjay Dhameliya, Asst.Manager Projects.You will be posted to Silvassa within one year of joining, subject to available, suitable position for your capability.Your position carries key responsibility. We look forward to you handling it with enthusiasm and dedication.

Your remuneration details are as discussed and informed to you. Detailed breakup will be provided at time of joining as part of your appointment letter. FOX has various employee benefits like Provident Fund, Medical Insurance, Personal Accident Insurance, ESIC etc.

The Terms of Employment are mentioned in **Annexure 1** of the offer letter.

Dipti Sonawane, Manager HR, is your Single Point of Contact in FOX right up to your induction.
Dipti.sonawane@foxindia.net 9922508236.

Kindly confirm your acceptance of this offer by email within three days along with document confirming resignation submitted to your current employer.

Your confirmation and our answer to it are essential to maintain validity of this offer. Any request for change of joining date must be made at least 10 days prior to your original joining date. The new joining date should be no later than 5 working days from the original date. On your joining date, please report to FOX Solutions Pvt. Ltd., M9, MIDC Ambad.Nashik-422010.

If you need, HR can make initial stay arrangements for up to two weeks on joining. This is free of charge and subject to availability. Please ensure booking confirmation from HR in advance.

We request you to carry all the documents mentioned in **Annexure 2**, as well as a signed copy of this document, with the Acceptance of terms of appointment as mentioned **Annexure 1** on the day of your joining.

Once again, we welcome you to join us in building a wonderful community at FOX.

Yours Sincerely,

Joy Alor
Director HR & Operations

Rashmi Sharma
GM - HR

 HR	I understand and accept. Name:	Date	Sign
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Annexure 1. Terms of Employment

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9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
10. The company expends considerable cost and effort in ensuring you can deliver in your role and suffers major loss if you do not work with dedication for at least some reasonable period. You herewith commit to serve the company for a minimum period of 2 years from DOJ. You also commit in case of your resignation, to complete all the normal exit formalities during the notice period. You will submit a cheque of Rs.60,000/- which may be cashed by the company, to partially compensate the costs / loss incurred, in case of breach of these terms.
11. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

HR	I understand and accept. Name:	Date	Sign
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+25 years
Rising Eminently

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You will maintain high standard of integrity and secrecy. You shall not divulge to anyone, in any manner, particulars or details of any of the processes, administrative and organizational matters of confidential nature etc. All information / document records concerning business of the company to your knowledge, during discharge of your responsibility, either from the company or elsewhere are considered as confidential and shall not be divulged by you to any person/s either in the company or any other third party except in normal course of your duties.

- 13. All confidential information belongs to the owner of the information. You understand and agree that all such information will remain confidential in perpetuity even after the tenure of this agreement.
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- 15. If you are on Onsite (Domestic / International) assignment, you will be covered by the Onsite Assignment Policies for the duration of deputation.
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- 17. Upon your resignation from the Company or termination of your services, you are required to return all assets and property of the Company including machines, data, files, documents and all copies of documents, and books etc. (including but not limited to leased properties, in case applicable). You will not retain any such document or software or copies of these in electronic or any other form.
- 18. During the period of the employment and for one year after the completion / termination of the employment, you shall not seek or take employment with a client / end client whose project you are deputed for. Further you will not seek or take employment with any competitor providing services to the client/ end client.
- 19. Clause 11 to 20 covers ethical practices and information security compliances. These are legally binding. At the time of joining and again upon termination of employment you will sign a declaration on stamp paper, reiterating your acceptance of these compliances.
- 20. You are required to read and comply with FOX Group's Business Conduct Guidelines and sign a declaration to this effect.
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HR 	I understand and accept. Name: _____	Date _____	Sign _____
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+25 years
Rising Eminently

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- 26. You herewith confirm that you have no criminal / civil case convictions in the past and no criminal / civil cases active against you currently. OR You confirm that for any such cases existing, you have informed FOX – HR and got a written signed acceptance of having informed.
- 27. You confirm that you are in good physical and mental health and do not have any health condition which is likely to impair your work. OR You confirm that you have informed in writing and ensured acceptance from FOX – HR of any such condition that may be existing.
- 28. Normal retirement is on completion of the age of 58 years. This can be extended for a period of up to two years on your request, at the discretion of the company.
- 29. All the terms and conditions of service may be modified or changed at the Company's discretion.

HR	I understand and accept. Name: _____	Date	Sign
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ANNEXURE 2: Documents to be submitted

Please bring Originals for document verification and one Copy for submitting. Also make scanned copy and submit over email.

No.	Document Name	Original	Copy	Scan Copy .pdf or .jpg
1	Offer Letter			SurnameName_OfferLetter_yymmdd
2	Photograph (10x)			SurnameName_Photo_yymmdd
3	Highest/ Most relevant Academic certificates			SurnameName_Academic_yymmdd
4	Mark lists for above certificate			SurnameName_MarkList_1_yymmdd
5	Other relevant academic certificates.			SurnameName_AcademicO_yymmdd
6	Last Relieving Letter			SurnameName_LastRelieve_yymmdd
7	Previous Letter (If applicable)			SurnameName_PrevRelieve_yymmdd
8	Passport			SurnameName_Passport_yymmdd
9	Aadhar Card			SurnameName_Aadhar_yymmdd
10	PAN Card			SurnameName_PAN_yymmdd
11	Driving License			SurnameName_DriveLic_yymmdd
12	Current PF document			SurnameName_OldPF_yymmdd
13	Current ESIC document			SurnameName_OldESIC_yymmdd
14	Name Change (If Applicable)			SurnameName_NameChange_yymmdd
15	Cheque (As applicable)			SurnameName_Cheque_yymmdd

HR 	I understand and accept. Name: _____	Date _____	Sign _____
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Week 543 (02 Dec 2023 - 08 Dec 2023)

Month 136 (18 Nov 2023 - 15 Dec 2023)

My Quick Info

Welcome SAURABH SAHEBRAO WADILE



[Upload/Change Photo](#)

User Id : 4139262094

User Name : SaurabhW4

Date Of Joining : 20 May 2022

Rank : DISTRIBUTOR

Sponsor UserName : PUJAs4

Team : Branch1



January 28, 2023

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 Manohar Vispute,

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**,

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:

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 **INR 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 **INR 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 **INR 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 in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	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.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due

to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

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

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. 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 Scholar Trainee 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 **INR 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 **INR 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 (8th 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 (but not limited to) 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 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- 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. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxv. 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.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. 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.
- xxviii. 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/Manager of WILP Academy
- 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.

10. Confidentiality:

- 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. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. 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.

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 months' (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/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, 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 formats 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.

16. 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. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. 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 Shailen
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 Manohar Vispute, 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 grooms 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 INR 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. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- 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 INR 400 per day for 8 days (total amount of INR 3200) 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: INR 1200 per day for 7 days (total amount of INR 8400) 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 > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

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 : [Java-MEAN](#)

Location Preferences 1 : [Pune](#)

Skill Preferences 2 : [JAVA-J2EE](#)

Location Preferences 2 : [Mumbai](#)

Skill Preferences 3 : [Python App](#)

Location Preferences 3 : [Baroda \(Gujarat \)](#)

Accept Decline

Signature [Manohar Vispute 28/1/2023 5:41 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

26179685

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Pote Sakshi (sakshipote20001@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

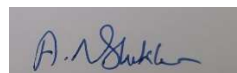
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Shubham Vedu Bhamare (shubhambhamare8563@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

Offer details: -

1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
2. The 'INSPIRE' modules which will be conducted for a Week's time period on time-to-time basis intimation for which you will receive in advance.
3. You have to maintain minimum 80% physical Attendance in all such modules.
4. You must score 60% and above in your regular academic course.
5. Your offer is subject to Medical Fitness as ascertained by registered medical practitioner duly appointed /agreed by Zydus.
6. Zydus will bear all the incidental Cost during the programme i.e., Travel to Ahmedabad (ceiling of 3rd AC rail fare), the same will be re-imbursed subject to producing documentary evidence.
7. For students not living in and around Ahmedabad, Zydus shall arrange all Lodging and Boarding requirements at Ahmedabad.
8. Upon accepting the Offer, in case you wish to drop out from any stage from the INSPIRE Module, then all cost incurred will have to be borne by you on actual basis.
9. There will be a service agreement of Rs 2,00,000/- for a period of 3 years from your Joining as a **Trainee Officer.**
10. You can be placed at any manufacturing facility within India.
11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

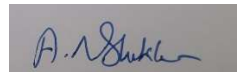
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Siddheshwari Chavhan (siddhichavhan8732@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

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Offer details: -

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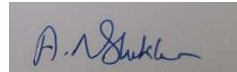
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Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name



Dedicated To Life

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Sumit Sudhakar Patil (patilsumit9370@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

Subsequent to your successful completion of Trainings scheduled under INSPIRE Module, we will be Offering you position of **Trainee Officer** based at any of our Manufacturing Unit.

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11. Any information furnished to the company should be true and to the best of your knowledge, if the same is found to be incorrect or willfully suppressed it will be construed as a breach of integrity and can lead to immediate withdrawal of the Offer or discontinuation of services.

You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

Ref No : ZYDUS/BUTECHOPS/I2IBRIDGE/OFFER/2023

Date : 10/05/2023

Dear, **Sumit Sudhakar Patil (patilsumit9370@gmail.com)**
R C Patel Shirpur

Institute to Industry (I2I) is a flagship cadre building programme of the organization designed to cater futuristic supervisory and leadership needs of the organization.

We are pleased to intimate you that you have been found suitable for our flagship programme - **Institute to Industry Bridge (I2I Bridge) Cadre Batch of 23.**

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1. You are required to attend 'INSPIRE' module during the final year of your studies for this you will be required to visit our Ahmedabad Facility for training purpose.
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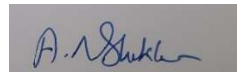
You are requested to send us duplicate copy duly signed by you as acceptance of this INSPIRE - Offer letter.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Asit N. Shukla

Senior Manager - Human Resource



I accept the offer and will comply to the conditions.

Dated: _____

Candidate Name

HRD/InfosysBPM/1004092332

July 8, 2022

Mr. Chetan Marathe
PIMPAL
DONDAICHA
Pune-111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Chetan,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 15-July-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

_____ _____
Print your name Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. Chetan Marathe
Role Designation	Process Executive
Job Level	2B
Date of Joining	15-July-2022
Location of Posting	PUNE, MAHARASHTRA, India
Fixed Components	Amount in INR per month
Basic	11,550
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	633
Sub Total 1	13,283
Statutory Components	
Company Contribution to Provident Fund	1,518
Gratuity	608
Bonus	2,530
Sub Total 2	4,656
Gross Salary per month - Sub Total 1+2	17,939
Total Annual CTC	215,268

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

To,

Miss. Pallavi Patil,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance



Offer of Employment

Miss. Pranita Pardeshi

Slurpur

Dear Miss. Pranita,

We are happy to offer you the position of data analyst at our company. We hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: A six-month probation period will begin on the day of hire, as per the company commitment in the interview. After the 6-month period, the company will increase your salary, but it totally depends on your work performance.

Working Hours: The company works for 6 days a week, i.e., from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies, which might change from time to time.

Every project can define customized workdays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project.

Leaves: Each year, you will be entitled to 12 annual leaves and 12 (casual & medical) leaves. The employee shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.

Notice Period: You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.

Retention amount: A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period.



Offer of Employment

Mr. Paresk Chaudhari

Sluapur

Dear Mr. Paresk,

We are happy to offer you the position of data analyst at our company. We hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: *A six-month probation period will begin on the day of hire, as per the company commitment in the interview. After the 6-month period, the company will increase your salary, but it totally depends on your work performance.*

Working Hours: *The company works for 6 days a week, i.e., from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies, which might change from time to time.*

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Notice Period: *You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.*

Retention amount - *A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period.*

Date: 19 December 2021

To,
Miss. Patil Bharati Manohar

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Patil Bharati Manohar**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Date: 19 December 2021

To,
Miss. Patil Harshada

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Patil Harshada**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

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Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

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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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Patil Nikita Yuvraj,

Dear Miss. Nikita,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

Date: 19 December 2021

To,
Miss. Patil Radhika Kishor

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Patil Radhika Kishor**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. Coterminous:

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4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client’s place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Patil Vaishali
Shirpur

6-Jan-2021

Dear Vaishali,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Patil Vivek Navnath
R. C. Patel ACS, College Shirpur

6-Jan-2022

Dear Vivek,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
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 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
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Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

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Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Patil Yogita
R. C. Patel ACS, College, Shirpur

6-Jan-2022

Dear Mrunal,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
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 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
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 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

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7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Date: 19 December 2021

To,
Miss. Pawar Divya

R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear Miss. Pawar Divya

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

Karvy Data Management Services Limited

Registered Office: Karvy Millenium, Plot No.31, Nanakramguda, Financial District, Gachibowli, Hyderabad - 500 032.

T: +91-40-23312454 / 44677400 | F: +91-40-23311968 | www.karvy.com | <http://kdms.in/>

CIN: U72300TG2008PLC058738

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 **Karvy Data Management Services Limited**



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....



Offer of Employment

Mrs. Pradnya Bhande

Manager

Dear Mrs. Pradnya,

We are happy to offer you the position of *data analyst* at our company. We hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, **please see the below details from the company.**

Probation Term: A six-month probation period will begin on the day of hire as per the company commitment at the interview, after the 6-month period, company will increase your salary but it totally depends on your work performance.

Working Hours: The company works for 6 days a week i.e. from Monday to Sunday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). There are no holidays, provided the project objectives are met as per Company policies, which might change from time to time.

Every project can define customized holidays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project.

Leaves: Each year, you will be entitled to 12 annual leaves and 12 casual & medical leaves. The employees shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.

Notice Period: You must offer a 60-day notice period. Depending on the processes, the company may accept the resignation immediately or within a time frame of less than one month to two months.

Retention amount: A retention amount (of 3%) will be deducted from your salary amount every month and is called a security deposit. But security deposit has a lock-in period.

UpThink/OFFER/22-23/1.2 October
17, 2022

Ms. Prajkta Patil,
Fule nagar,
Shingave, Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics Dear

Ms. Prajkta Patil,,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Physics**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Physics** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Mr. Pravin Khandekar, Lead, Physics.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/ altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/ Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/ or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Pravin Khandekar

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Mr. Pravin Khandekar
Lead, Physics

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur



To,
Prajwal Pawar
28 December 2022

Employment Offer Letter- FULL TIME

Dear Prajwal
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

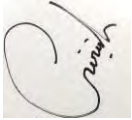
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Prajwal Pawar

Date: 28 December 2022



To,
Pranil Mali
28 December 2022

Employment Offer Letter- FULL TIME

Dear Pranil
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
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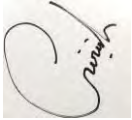
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Kindly sign a copy of this letter as a token of your acceptance of this offer.

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

Dr N S Vyawahare

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Pranil Mali

Date: 28 December 2022

Forwarded message

From: **Shahrukh Siddiqui** <shahrukh.siddiqui@tcs.com>
Date: Thu, 27 Jan, 2022, 9:49 pm
Subject: TCS BPS Recruitment - Documents Submission Mailer - Job Location - Pune - 27-Jan-22
To:
Cc: Jineeshkumar J <jineeshkumar.j@tcs.com>, R Jagtap <r.jagtap@tcs.com>, Khatheeb Ahamed <k.ahamed@tcs.com>

Dear Candidate,

Congratulations for successfully completing all rounds of the TCS interview process. Kindly go through the attachments and complete your online documentation on or before **29-Jan-22**.

You will have an Orientation Session on documentation and you will get invitation as well to join the Session.

Failing to share the required documents by 29-Jan-22 will be considered as "Not Interested to join TCS"

Request you to send filled in forms along with all the scanned documents to patil.prun@tcs.com and CC: shahrukh.siddiqui@tcs.com, jineeshkumar.j@tcs.com & r.jagtap@tcs.com

Please write your subject line in this format: DTNumber - Your Name - TCS Documentation 2022 (Refer Mailing Format)

Please ensure your email size should not exceed 5 Mb.

Documents Required:

1. TCS Pre-Joining BGC Form (**Attached**)
2. DT Application Form (**To be registered / downloaded from TCS NextStep Portal - Steps shared in separate email**)
3. Expectation Check document (**Attached** - All 18 points should be ticked 'Yes' & Signed)
4. Addendum for additional address (**Attached**)
5. LOA (**Attached** - Needs to be handwritten)
6. Use the 'Mailing Format' attachment content for your email body
7. Education Declaration (**Attached** - To be submitted if associate not able to share below listed education documents - Max 100 Days)
8. 10th Marksheet
9. 12th Marksheet
10. **UG All Semester Marksheets, Provisional Degree & Passing Certificate**
11. PAN Card (Mandatory document)
12. Aadhar Card (Mandatory document) - **Aadhar card is not an address proof.**
13. Address proof (**Proof for Both present and permanent address - options given in BGC form: Page 2**)

***** PS: Please do not reply to this email with your documents *****

Regards,

Shahrukh Siddiqui

Premkumar Koli
Shirpur

6-Jan-2022

Dear Premkumar,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
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Please confirm your acceptance of this offer by return email.

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Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

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7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400



Offer of Employment

Mr Prashant Dorik

Sluapur

Dear Mr Prashant

We are happy to offer you the position of data analyst at our company. We Hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: *A six-month probation period will begin on the day of hire, as per the company commitment in the interview after the 6-month period company will increase your salary but it totally depends on your work performance*

Working Hours: *The company works for 6 days a week i.e; from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies which might change from time to time.*

Every project can define customized workdays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project.

Leaves: *Each year, you will be entitled to 12 annual leaves and 12(casual & medical) eaves. The employee shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.*

Notice Period: *You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.*

Retention amount - *A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period.*



To,
Puja Jaiswal
28 December 2022

Employment Offer Letter- FULL TIME

Dear Puja
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

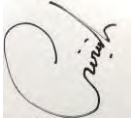
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Puja Jaiswal

Date: 28 December 2022



qspider

Compose

Inbox

1,082

Starred

Snoozed

Sent

Drafts

76

More

Labels

QSpiders Campus Connect-Incubation Final Selects 2022 Batch Inl**devikarani.l@qspiders.com**

to me, kumbharnitinn409, malimanoj6767, komalsonar19, kunaldhakad2001, rupalimali4554, akshaykalal885, chetan1092001

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college. We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders. Below List with Green Highlighted are the selects & Please communicate the same with students & we will post your details. For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note- This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation]

Student Name	Contact Number	Email ID	Degree Stream
Kumbhar Nitin Manohar	8080816861	kumbharnitinn409@gmail.com	CS
MANOJ YUVRAJ MALI	9370930425	malimanoj6767@gmail.com	IT
Komal Chandrakant Sonar	8767986558	komalsonar19@gmail.com	CS
Kunal Yogesh Dhakad	8856959855	kunaldhakad2001@gmail.com	IT
Rupali mali	7666674071	rupalimali4554@gmail.com	IT
Akshay prakash kalal	7775847743	akshaykalal885@gmail.com	Others
Chetan Shashikant Deore	8862088470	chetan1092001@gmail.com	CS
Praful Sanjay Chaudhari	8830699184	prafulschaudhari2002@gmail.com	CS
Neha Yogendrasing Rajput	7499955104	rajputneha6121999@gmail.com	CS
Sukanya Sagar Chitte	9421303038	sukanyachitte28@gmail.com	CS
Lina Ganesh Wani	9890438510	linawani51@gmail.com	CS
Deore kiran Ravindra	8080753741	deorekiran297@gmail.com	CS
Kirti Harshad Kulkarni	8767874332	kulkarnikirti2001@gmail.com	CS
Hemant Ravindra Mali	7218988803	HEMANTMALI896@GMAIL.COM	IT
Hemant Sudhir Chaudhari	7498037135	hemantsc19@gmail.com	IT
Nisha Vilas Bhamare	9359428123	nishavb.b17@gmail.com	CS
Tajawini bhagwansing jamadar	9359980260	tajawinijamadar2000@gmail.com	CS



Offer of Employment

Miss Rishika Patel

Skypax

Dear Miss Rishika,

We are happy to offer you the position of data analyst at our company. We hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: A six-month probation period will begin on the day of hire, as per the company's commitment to the interview, after the 6-month period, company will increase your salary but it totally depends on your work performance.

Working Hours: The company works for 8 hours work w/ from Monday to Sunday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). There are no binding, provided the project objectives are met as per Company policies, which might change from time to time.

Every project can define customized holidays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project.

Leaves: Each year, you will be entitled to 12 annual leaves and 12 casual or medical leaves. The employees shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.

Notice Period: You must offer a 30-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.

Retention amount - A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period.



To,
Rahul Wankhede
28 December 2022

Employment Offer Letter- FULL TIME

Dear Rahul,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

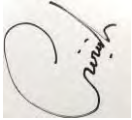
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Rahul Wankhede

Date: 28 December 2022

UpThink/OFFER/22-23/1.2 October
17, 2022

Mr. Rajput Neha Y.
Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Mr. Rajput Neha Yogendrasing,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Computer Science**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Computer Science** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Rutuja Somvanshi, Lead, Computer Sci.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Rutuja Somvanshi

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Miss. Rutuja Somvanshi,
Lead, Computer Sci.

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

Patel Riyaj
Shirpur

6-Jan-2021

Dear Riyaj,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Rohit Girese,

Dear **Mr. Rohit**,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali



Offer of Employment

Miss. Ruchita Patil

Shirpur.

Dear Miss. Ruchita,

We are happy to offer you the position of data analyst at our company. We Hope your knowledge, experience, and skill will be instrumental to our organization. According to our telephone discussion, please see the below details from the company.

Probation Term: *A six-month probation period will begin on the day of hire, as per the company commitment in the interview after the 6-month period company will increase your salary but it totally depends on your work performance.*

Working Hours: *The company works for 6 days a week ie; from Monday to Saturday. The standard office hours are from 9:30 am to 6:00 pm (excluding mealtime). These are not binding, provided the project objectives are met or as per Company policies which might change from time to time.*

Every project can define customized workdays and timings based on the business needs and also define core working hours to facilitate discussions and meetings. Employees need to adhere to these timings defined by the project

Leaves: *Each year, you will be entitled to 12 annual leaves and 12(casual & medical) eaves The employee shall be entitled to take leaves as per the leave policy defined by the company. However, the company reserves the right to change/update the leave policy from time to time.*

Notice Period: *You must offer a 60-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to two months.*

Retention amount - *A retention amount of 3% will be deducted from your salary amount every month and is called a security deposit. This security deposit has a lock-in period*

Shirsath Nishant Dilip
 R. C. Patel ACS, College Shirpur

6-Jan-2022

Dear Nishant,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400



To,
Sandip Patil
28 December 2022

Employment Offer Letter- FULL TIME

Dear Sandip
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

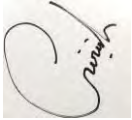
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Sandip Patil

Date: 28 December 2022



To,
Sapana Girase
28 December 2022

Employment Offer Letter- FULL TIME

Dear Sapana
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

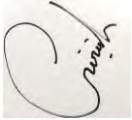
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Sapana Girase

Date: 28 December 202

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004
Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Shinde Dipali Amrut,

Dear Miss. Dipali,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

Promotion/Salary Raise: You will be eligible for First promotion or salary raise after the passage of **1 Year** based on your track record, work performance and or recommendation from the Senior Management Team and after that promotion or salary raise will be on yearly.

Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004

Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Shinde Jaya Mahendra,

Dear Miss. Jaya,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

Contract Start Date: 10th Oct, 2022 **Contract End Date:** 10th Apr, 2024

During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

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Expenses: The Company shall not be liable for any other commutation expenses and or any miscellaneous charges other than agreed to pay for.

Termination of Employment: Your services with company liable to be terminated with or without assigning any reason and without giving any notice during probation or Contract Period. At any time during your services with the Organization in the event of

- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

Non-Compete Agreement: During the Employment Period and for a period of **5 years** after the termination or expiration thereof, the Employee will not directly or indirectly get connect any business partners or clients or clients of the business partners of the company, or in any capacity, who have been introduced to the employee by virtue of his / her employment with the company or by the company while conducting its operations;

Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali



To,
Shirsath Bhushan
28 December 2022

Employment Offer Letter- FULL TIME

Dear Bhushan,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

412/A, Avalon Business Hub, Near Patidar Samaj wadi,
Aamba Talavadi, Katargam, Surat, Gujarat 395004

Email : business@techrhombus.com Mo.No : 9687046432
Website : www.techrhombus.com



Appointment Letter

Date: 10-Oct-2022

To,
Vikhrankar Shreedhar,

Dear Miss. Shreedhar,

We are pleased to offer you to be part of TECHRHOMBUS. This offer is contingent upon our receipt of your documents for verification and record keeping purposes.

Job Title: Trainee and Software Developer

Job Location: 412/A, Avalon Business Hub, Near Patidar Samaj Wadi, Aamba Talavadi, Katargam, Surat, Gujarat -395004

Reporting Relationship: The position will report to Team Leader/ Upper Management as per the organization chart.

Working Hours: 09 AM to 06 PM (Total 8.5 Working Hours / Excluding 0.5 Hours of Lunch) (Monday to Saturday) (Two Saturday Off in Month)

Training: Training will be started from 10th of October and continued till 3 months.

Salary: During the training period the salary will be paid in monthly installments of **Rs.8,000** for first 3 months. After that the salary will be between the range of **Rs.10,000 to Rs.20,000** which will be based on your performance in training. It is subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Contract Term: You are hired with TECHRHOMBUS with **One Year and Six Months** contract term, starting with you as per below:

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During your contract period, you will not be allowed to either change or terminate employment without TECHRHOMBUS written consent. TECHRHOMBUS expects you to complete your employment with the organization as per the terms of contract. For the security reasons, Company will ask for Original Education documents. In case of failure of your agreement with the company, TECHRHOMBUS reserves the right to encase the full refund of all the paid salary AND can keep your any unpaid salary AND organization may take legal collection action in accordance with local city, state and country laws. Employee can collect the Original education documents back after the successful completion of your Contact period.

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- Any breach of the conditions mentioned in this letter or in HR Handbook.
- Any incorrect information furnished by you as mentioned below:
 - Mismatch of any document or information about your previous work place or any fake Certificates, Documents, Proofs provide by you to the TECHRHOMBUS.

Notice Period: During Probation Period or even after the completion of respective bond period, Employee must need to serve **2-month Notice period** with proper work transition before employee leave the organization. At the time of Exit base on the circumstances, Notice period can be reduced with the approval of Management. TECHRHOMBUS reserves the right to terminate an employee at their will without any advance notice during employee's contract term.

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Confidential Information: Employees of TECHRHOMBUS may come into contact with confidential information about TECHRHOMBUS Clients, members, suppliers, finances and business plans. Furthermore, any such confidential information, obtained through employment with TECHRHOMBUS must not be used by an employee for personal gain or to further an outside enterprise. You will not divulge details like your compensation structure(CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the company's secrets or other related information(which you may possess by reason of your association with the Organization) with any external agencies, press etc. outside the company. You will be required to comply with Rules of the company and the "Code of Conduct". If any changes/Update/Addition will arise in Company policy, will be notified through email by HR Department.

You acknowledge that this offer letter represents the entire agreement between you and TECHRHOMBUS and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be bound upon by TECHRHOMBUS

We are confident that you will be able to make a significant contribution to the organization and look forward to working with you. Please sign the enclosed copy of this letter to indicate your acceptance of this offer.

Sincerely,

Signatures:

TECHRHOMBUS

Hemant Ravindra Mali

To - Shubhangi Patil

Address: 12A Nakul Society Shirpur, Dhule Dist.

Email Id: patilshubhangi7875@gmail.com

Subject: Appointment Letter

Dear Shubhangi Patil,

With reference to our selection procedure, we are pleased to offer you a position of **"Trainee Software Developer Consultant"**, subject to acceptance of the terms & conditions specified below. We trust that your knowledge, skills and experience will be among our most valuable assets.

1. Date of Joining

Your date of joining was **8th Aug 2022**

2. Professional Period

You will be on a Probation Period of Twelve Months from the date of joining.

After completion of the said period you will be confirmed as permanent employee as per your performance rating during the period.

3. Salary Structure and Taxation

You shall be paid Annual of **Rs.2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum including tax. TDS will be 10%.

At the end of the professional period, depending on your performance, your professional fees shall be revised as per company policy.

The professional fees, structure of the Company may be altered /modified at any time without prior notice & your package of remuneration & other terms may be altered /modified from time to time. Further, professional fees, allowances & all other payments /benefits will be governed by statutory provisions in force from time to time & subject to deduction of appropriate taxes at source.

UpThink/OFFER/22-23/1.2 October
17, 2022

Mr. Sonar Kaushal S.
Shirpur Dhule
425405

Subject: Offer of Employment for the post of Subject Matter Expert, Physics

Dear Mr. Sonar Kaushal Sanjay,

We are pleased to offer you an employment at the post of “**Subject Matter Expert, Computer Science**” in our Company – **UpThink Edutech Services Private Limited** (the “**Company**”).

1. Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the company’s procedures and processes.
2. We offer you the position of **Subject Matter Expert, Computer Science** on the following terms and conditions:
 - a) **Date of Joining:** October 18, 2022 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure B at the time of joining.
 - b) **Reporting Officer:** Miss. Rutuja Somvanshi, Lead, Computer Sci.
 - c) **Location:** You will be based in Office No. 401, A Wing, Lohia Jain IT Park, Survey No. 150, Paud Road, Near Chandni Chowk, Kothrud, Pune 411 038. However, depending upon the company’s requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
 - d) **Remuneration:** Your Annual Cost to Company shall be ₹2,08,975.15, subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure A.
 - e) **Working Hours and Leave:** You shall be present in the office during normal working hours as specified in your Appointment Letter or the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project exigencies your working hours / work days may be modified/ altered from time to time.

You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company. However, you will not be eligible for any leave during probation period.
3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.
6. **Verification of Documents:** As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the

right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

7. **Confidentiality:** Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, you must communicate your acceptance by signing and returning this Offer Letter on or before the acceptance deadline of five working days following the date of this letter, failing which this offer letter stands automatically revoked. You hereby agree and accept that your acceptance email communication will approve your acceptance to this letter.

If you rescind the offer after accepting it or fail to join the Company on the decided joining date, you shall be required to pay an amount equal to the net salary for two (2) months offered to you. This is to set off the resources spent by the Company on your hiring process.

We are eager to welcome you to the family!

Yours truly,

for **UpThink Edutech Services Private Limited**

Deepti Tonpe

Deepti Tonpe (Oct 18, 2022 10:36 GMT+5.5)

Ms. Deepti Tonpe
HR Generalist

Rutuja Somvanshi

Pravin Khandekar (Oct 18, 2022 10:45 GMT+5.5)

Miss. Rutuja Somvanshi,
Lead, Computer Sci.

Employee Signature:


Bhumika Bhika Bhadane (Oct 17, 2022 21:13 GMT+5.5)

Place: Shirpur

Date: 19 December 2021

To,
Miss. Sonawane Tejaswi Sunil
R.C. Patel ACS College, Shirpur
Dhule.

FIXED TERM EMPLOYMENT CONTRACT

Dear **Miss. Sonawane Tejaswi Sunil**

We are pleased to offer you a short term assignment with us for a fixed period as per the following terms:

1. Deputation:

The term of your assignment is exclusively with Karvy Data Management Services Limited ("**Company**") starting from 26 June 2022 at our Noida Office.

2. Tenure:

The term of your Contract shall be valid from 26 December 2018 to 31 January 2019.

3. 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 period, this Contract shall be coterminous with the project / work.

4. Location:

Your place of work shall be at our Noida office.

5. Position:

You are appointed as AMC Executive.

6. Remuneration:

You shall be paid a stipend of Rs. 11000 per month.

7. Extension:

Unless otherwise notified to you in writing this contract of employment would be valid until 31 January 2019 from the date of you joining the Company. This contract may be considered for an extension depending on the client and The Company requirements. The extension of contract period would be considered on fresh terms as agreed between you and The Company through a separate mutually executed contract of employment. The Company shall inform you in writing of the extension requirements.

8. Working Hours:

You will follow the working hours as per the project requirements. 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 The Company within the cut-off date as mutually agreed for pay-roll processing.

22. 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 specified herein & 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 26 June 2022 at the client's place.

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 Karvy Data Management Services Limited



Tushar Kant Ojha
VP –Human Resources

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.

Name:.....

Signature:.....

Place:.....

Date:.....

Sonawane Nilesh
 R. C. Patel ACS, College Shirpur

6-Jan-2022

Dear Nilesh,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
 HYD Knowledge City, Raidurg, Serilingampally Mandal
 Hyderabad Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
 Yerwada, Pune - 411006,
 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400



Offer: Computer Consultancy
Ref: TCSL/DT20218612712/Pune
Date: 29/01/2022

Ms. Jaya Udaysing Pawar
63/1bBhujal Colony,
Deopur,
Dhule-424005,
Maharashtra.
Tel# -

Dear Jaya Udaysing Pawar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218612712

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Jaya Udaysing Pawar
Designation	Graduate Trainee
Institute Name	R.C.Patel Institute Of Technology, Shirpur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110

25-Jan-2022

Tejal Mahale

Dear Tejal,

With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before 29-June-2022.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

25-Jan-2022

Tejas Patil

Dear Tejas,

With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before 29-June-2023.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



09-Feb-2022

Dear **Tejasvini Bhagawansing Jamadar**,
B.Sc, B. Sc.-Computer Science
RC Patel Institute of Technology, Shirpur

Candidate ID – 20129537

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

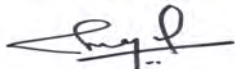
3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Tejasvini Jamadar **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



To,
Vaibahav Vispute
28 December 2022

Employment Offer Letter- FULL TIME

Dear Vaibahav
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:


1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On 04th June 2023.
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: 11:00 AM
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of 15,000 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

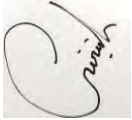
Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

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

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

Dr N S Vyawahare 

Yours truly,
Advantmed India LLP



Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Vaibhav Vispute

Date: 28 December 2022

Vasave Anudeep Kain
R. C. Patel ACS, College Shirpur

6-Jan-2022

Dear Anudeep,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th May 2022**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91-9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

DocuSigned by:



45CA1033C6A6440...

Mohsin Mohammed

Vice President- Human Resources

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

To,

Mr. Alok Shinde,

At-19 Amoda Patil Wada Tal Shirpur Main Shirpur Road Wachnalaya Near Amode Dhule Maharashtra
Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Abhishek Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Ajay Jadhav,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Akshay Kalal,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Amisha Pawara,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Arjun Sahebrao Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Bhagyashri Raju Suthar,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Chaudhari Harshal Ratilal,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Chavan Akshay Sudam,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,

Chetan Ravindra Marathe,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Chetana Gulab Sonawane,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Chetana Jagtap,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,

Cr Shubham,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Dahiwadkar Pranali Pradip,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Dhanvantri Sanjay Chaudhary,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Dhole Sharad Ashok,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Galankar Gauri Sunil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Jadhav Priyanka Ashok,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Jain Kunal Laxmikant,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Jitendra Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Kalal Lalita Ramdas,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Kalyani Vilas Marathe,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Kapil Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Madhuri Ashok Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Mali Nilesh Ashok,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Manasi Bhavsar,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Marathe Neha Nathu,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Mina Kiran Chaudhary,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Neha Chandrakant Sonar,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Nikam Jayshri Mahendra,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Nikita Jadhav,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,

Nisha Vilas Bhamare

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Pallavi Patil,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Pardeshi Ruchita Santoshsing,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Patale Kalpesha Vasudev,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Patil Bharti Machhindra,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Patil Komal Rajendra,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Head Recruitment | Teleperformance

To,
Patil Komal Pundalik

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

31st August 2022

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Head Recruitment | Teleperformance

To,
Patil Pawan,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Patil Rohit Kalyan,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Head Recruitment | Teleperformance

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Patil Sonal Nimbabhai,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Head Recruitment | Teleperformance

To,
Priyanka Dipak Randiv,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Head Recruitment | Teleperformance

To,
Punam Girase,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Pushendra Chaudhari,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Rajput Harshani Jitendra,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Preeti Shirke

Head Recruitment | Teleperformance

To,
Rajput Kiran Ranjit,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Rajput Shubhangi Premsing,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Rohit Dhansingh Girase,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
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Head Recruitment | Teleperformance

To,
Rohit Pawar,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Samadhan Gulab Patil,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Shubham Pawar,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Sonar Neha Chandrakant,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Sonawane Mohini Prabhakar,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
31st August 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Sunaina Chaudhary,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,
Suryavanshi Sudhir Bhagwan,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Tejas Daga Chaudhary,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Tejaswini Yuvraj Saner,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,
Thakur Bhagyashri Kashinath,
Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,
30 Jul 2022

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Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

To,

Vaishnavi Bari,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance

To,

Wadile Shital Kantilal,

Shirpur, Tal- Shirpur Dhule Maharashtra Dhule 425405 Maharashtra,

30 Jul 2022

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Yours Sincerely,

Preeti Shirke

Head Recruitment | Teleperformance



Offer: Computer Consultancy
Ref: TCSL/DT20218612712/Pune
Date: 29/01/2022

Ms. Jaya Udaysing Pawar
63/1bBhujal Colony,
Deopur,
Dhule-424005,
Maharashtra.
Tel# -

Dear Jaya Udaysing Pawar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218612712

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: 20th Floor, 21st Floor, 22nd Floor, TCS Tower, Rajgurunagar, Varanasi, Pin-221002

20th Floor, 21st Floor, 22nd Floor, TCS Tower, Rajgurunagar, Varanasi, Pin-221002

Registered Office: New Building, 20th Floor, Nariman Point, Mumbai - 400021

TCS Contact Centre: 1800 200 1111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. **Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax rules.**

1. House Rent Allowance (HRA)

Your HRA will be **₹3,180/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated



Letter Of Intent

Dear

Patil Ashwini,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
AA	1000	12000
KPI*	2000	24000
Special Allowance	1000	12000
Employer's Contribution to PF& ESI C	1325	15900
Monthly Sales Incentive*	13000	156000
Cash Incentive*	2675	32100
Gross Salary	28500	342000

Note: Employee will be supposed to achieve the monthly assigned target of 1,30,000 for entitle / claim the KPI, Monthly Sales Incentive and Cash Incentive.

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Dollar Advisory
Monitoring Financial Charts

Note: You have to carry the photocopies of below mentioned:

Address Proof

Birth Proof

Education Certificates

Photo Id

Previous Service Certificate

3 Passport size Photographs

Looking forward to a mutually rewarding association with you.

You are requested to sign and return the duplicate copy this letter as a token of your acceptance of the above offer.

Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Bagle Aradhana,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

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Best regards,

Accepted

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Sign:

Address: Dollar Advisory & Financial Services

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Letter Of Intent

Dear

Banjara Shubham,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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SALARY OFFERED

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Best regards,

Accepted

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Sign:

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Letter Of Intent

Dear

Bharwad Lala,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Borse Nachiket,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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Accepted

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Sign:

Address: Dollar Advisory & Financial Services

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Letter Of Intent

Dear

Buwa Harshal,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Charan Rekha,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Dhakad Kamlesh,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

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Letter Of Intent

Dear

Dhangar Darshana,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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Cash Incentive*	2675	32100
Gross Salary	28500	342000

Note: Employee will be supposed to achieve the monthly assigned target of 1,30,000 for entitle / claim the KPI, Monthly Sales Incentive and Cash Incentive.

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Dollar Advisory
Monitoring Financial Charts

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Photo Id

Previous Service Certificate

3 Passport size Photographs

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

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Letter Of Intent

Dear

Dhangar Dhananjay,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
AA	1000	12000
KPI*	2000	24000
Special Allowance	1000	12000
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Accepted

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Letter Of Intent

Dear

Jain Armika,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

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Letter Of Intent

Dear

Mahajan Pavan,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Letter Of Intent

Dear

Mali Samadhan,

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Sign:

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Letter Of Intent

Dear

Marathe Tejas,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Letter Of Intent

Dear

Nere Karishma,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Accepted

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Letter Of Intent

Dear

Patil Chaitanya,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

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Letter Of Intent

Dear

Patil Amol,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Accepted

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Sign:

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Letter Of Intent

Dear

Patil Jagdish,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

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Sign:

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Letter Of Intent

Dear

Patil Jayeshri,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

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Letter Of Intent

Dear

Patil Mrunal,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

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Letter Of Intent

Dear

Patil Rupesh,

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Letter Of Intent

Dear

Pawar Lalit,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Letter Of Intent

Dear

Purohit Chetan,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Letter Of Intent

Dear

Rajput Jayesh,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Letter Of Intent

Dear

Rajput Puja,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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For Dollar Advisory & Financial Services

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Letter Of Intent

Dear

Sharif Khatik,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

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Letter Of Intent

Dear

Sharma Shubham,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

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3 Passport size Photographs

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You are requested to sign and return the duplicate copy this letter as a token of your acceptance of the above offer.

Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Sonar Piyush,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
AA	1000	12000
KPI*	2000	24000
Special Allowance	1000	12000
Employer's Contribution to PF& ESI C	1325	15900
Monthly Sales Incentive*	13000	156000
Cash Incentive*	2675	32100
Gross Salary	28500	342000

Note: Employee will be supposed to achieve the monthly assigned target of 1,30,000 for entitle / claim the KPI, Monthly Sales Incentive and Cash Incentive.

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Dollar Advisory
Monitoring Financial Charts

Note: You have to carry the photocopies of below mentioned:

Address Proof

Birth Proof

Education Certificates

Photo Id

Previous Service Certificate

3 Passport size Photographs

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Best regards,

Accepted

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Sign:

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Letter Of Intent

Dear

Sonawane Darshan,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
AA	1000	12000
KPI*	2000	24000
Special Allowance	1000	12000
Employer's Contribution to PF& ESI C	1325	15900
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Best regards,

Accepted

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Sign:

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Letter Of Intent

Dear

Tejal Gujarathi,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Uwez Ali,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
AA	1000	12000
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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010



Letter Of Intent

Dear

Wagh Hemant,

On the basis of your interview. We are pleased to offer you the position of Business Analyst in our Organization.

We would like you to come for receiving your offer letter on 11 Feb 2019.

Your total remuneration as discussed would be CTC 3,42,000/- per annum including variables.

SALARY OFFERED

Particulars	Monthly	Annually
Basic	6500	78000
HRA	1000	12000
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Best regards,

Accepted

For Dollar Advisory & Financial Services

Sign:

Address: Dollar Advisory & Financial Services

Plot No. 54, Scheme No 54, PU-4, Vijay Nagar, Indore, Madhya Pradesh 452010

Annexure-I

Annexure I forms an integral part of the Offer Letter.

Ref. No. APP/CRM/ Employee Code

Designation – TSE- IX

Date of Joining:-

Remuneration Break-Up

Entitlements: All entitlements listed below are subject to Company policies, Procedures and guidelines that may be in force or are issued/ changed from time to time. All perquisites and benefits, including reimbursements, are subject to Income Tax as per the provisions of the Income Tax Act, 1961, which may be applicable, including tax on perquisites value. The details of your remuneration are as under:

S. No	Monthly Remuneration	Total Amount	Total Amount
		(Rs.) per Month	(Rs.) per Year
1	Basic Salary	6662	79944
2	House Rent Allowance	3997	47964
	Statutory Bonus	1332	15984
	Total Fixed Salary (A)	11991	143892
3	Performance Link Incentive (PLI)	1500	18000
	Total Variable Salary (B)	1500	18000
4	Employer's Contribution to PF	799	9588
5	Employer's Contribution to ESI	390	4680
6	Gratuity	320	3840
	Total Retirals (C)	1509	18108
	Total Cost to Company (A+B+C)	15000	180000

(Rupees One Lac Eighty Thousand only per annum)

The Variable salary pay-outs would be based on the employee's performance and as per the company's policy.

For CRM Services India Pvt. Ltd.

Accepted & Agreed

Authorized Signatory

Name of Employee

Rekha Charan
Indore

Offer Letter No: - OFF/L-220/1907
7th February 2020

SUB: OFFER LETTER

Dear Rekha,

We are pleased to offer you the position of **Technical Support Executive** in our organization at an annual gross remuneration (cost to the company) **Rs.180000/-** (One Lac Eighty Thousand) per annum which also includes **PLI (Performance Linked Incentive)** of **Rs.18000** (Eighteen Thousand Only) per annum. Your location for this position is presently to be at **Indore**.

Your date of joining the services of the Company would be **7th February 2020**.

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

1. Eight passport size Photographs.
2. A proof of resignation letter acceptance from the previous employer (Must be produced within 4 days of acceptance of offer).
3. Experience and education certificates.
4. A copy of your pan card.
5. Address Proof
6. It is mandatory for every employee to submit Pan Card, and also the PF number from previous organization in case you are a member of PF.


(In case you don't submit any of the above documents within the stipulated time, your bank account can't be opened. Your salary would be credited thru bank transfer only once your account is opened and active.)

On your acceptance of this offer, an appointment letter with detailed terms and conditions will be handed over on the day of your joining.

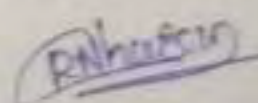
This offer letter is valid only till **7th February 2020** and subject to the receipt of resignation letter acceptance from your current employer by us before this date.

Looking forward to have you with us and wishing you great success with Teleperformance INDIA
CRM Services India Pvt. Ltd. (Teleperformance India) does not charge any recruitment fees or charges from candidates applying for job at any stage of hiring.

Regards,
For CRM Services India Pvt. Ltd.


Aviral Apte
Manager - Talent Acquisition

Accepted and agreed


Rekha Charan

CRM Services India Pvt. Ltd. (A subsidiary of Teleperformance USA)
Plot No. 6/4A and 19, PU-3 Commercial, Scheme-54, AB Road, Indore-452010
Tel: +91 731 4297651-657

Registered Office: Plot no. 219, Okhla Industrial Estate, Phase-III, New Delhi-110020, India
Tel: +91-011-66467000 | Fax: +91-011-66467001 | CIN: U72900DL2001PTC103076 | Email: crmservices@teleperformance.com