

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Abhishek Kumar Joya,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**



# The Sirpur Paper Mills Ltd.

SIRPUR-KAGHAZNAGAR-504 296, DIST. KOMARAMBHEEM  
ASIFABAD (T.S.) INDIA CIN : L21010TG1938PLC000591

Ref.: SPM /2018-19/HRD/Campus/11

12<sup>th</sup> March 2019

**Mr. Aman Medatwal**

B Tech.- Mech.,

Mob.9784971166

e-mail: amanmedatwal@jklu.edu.in

This has reference to the interview held on **11<sup>th</sup> March, 2019** at New Delhi, we have pleasure to appoint you as **"Engineer Trainee"**, on the terms and conditions discussed at the time of interview and as embodied in separate letter of appointment, which will be handed over to you at the time of joining duties.

You are required to join duty on or before **17. 06. 19**, at our works.

Please arrange to produce the original documents along with two copies of each of the following certificates to us at the time of joining.

1. Education certificates including certificate of date of birth.
2. Copy of certificates from two respectable persons.
3. Two passport size colour photographs.

The above appointment is subject to your being medically fit by medical authorities nominated by us & on successful completion of your related degree and also your antecedents verified and found to be satisfactory.

Please signify your acceptance by signing and returning the duplicate copy of this letter.

**DR. T VIDYA SAGAR**  
**GENERAL MANAGER (H.R)**



JKTIL/HR/2019  
26<sup>th</sup> February, 2019

**Mr. Amar Singh Rathore,**  
c/o. JK Lakshmipat University,  
Jaipur,  
**RAJASTHAN.**

**Appointment Advice**

With reference to your application and the subsequent interview you had with us, we are please to convey your appointment as **SERVICE TRAINEE** on the terms and conditions discussed and agreed by you and embodied in a separate letter appointment, which will be handed over to you at the time of joining the duties.

You are advised to report to HR Department, J.K. Tyre and Industries Ltd. Patriot House, 3, Bahadur Shah Zafar Marg, New Delhi-110002 on 3<sup>rd</sup> June, 2019.

Please arrange to submit the original documents along with two sets of following certificates to us at the earliest or latest at the time of joining the duties:

- a) Photo Copy of certificates of educational/professional qualifications;
- b) Photo Copy of certificates from persons other than employer;
- c) Passport size photograph.
- d) Photocopy of your PAN Card
- e) Photocopy of Aadhar card

Please signify your acceptance by signing and returning the duplicate copy of this letter and advise exact date of your joining the duties.

Yours faithfully  
for JK Tyre and Industries Limited

**( Pradyumna Pandey )**  
**Vice President (HR)**



Admin. Off.: 3, Bahadur Shah Zafar Marg, New Delhi-110 002, Fax: 91-11-23322059, Phone: 91-11-33001112, 33001122

Regd. Off.: Jaykaygram, PO - Tyre Factory, Kankroli - 313 342 (Rajasthan), Fax : 02952-232018, Ph. : 02952-302400 / 330011

Website : www.jktyre.com CIN : L67120RJ1951PLC045966



**VIKRANT**



JK LAKSHMI CEMENT LTD.  
NEW DELHI  
PROPOSED COMPENSATION SHEET

NAME	Ms. Anwesha Sharma	DESIGNATION	Graduate Engineer Trainee
LOCATION	Delhi	EXP. DOJ	3-July-2019

PARTICULARS		COMPENSATION COMPONENTS (PER MONTH)	COMPENSATION COMPONENTS (PER ANNUM)	REMARKS
		PROPOSED (JKLC)	PROPOSED (JKLC)	
A	SALARY			
•	Salary / Basic	22000	264000	Payable Monthly
•	House Rent Allowance	11000	132000	Payable Monthly
•	Special Allowance	3192	38304	Payable Monthly
•	Transport Allowance	1605	19260	Payable Monthly
•	Medical Allowance	1833	22000	Payable Monthly
•	Vehicle Allowance	600	7200	Payable Monthly
	Sub Total (A)	40230	482764	
B	ANNUAL BENEFITS			
•	LTA	1833	21991	Payable Annually
	Sub Total (B)	1833	21991	
C	BENEFIT IN KIND			
•	Insurance/ Medclaim	73	876	Payable as per Company Rule
	Sub Total (C)	73	876	
D	RETIRALS			
•	Gratuity	1058	12698	Payable as per Company Rule
•	Provident Fund	2640	31680	Payable as per Company Rule
	Sub Total (D)	3698	44378	
	Total CTC (A + B + C + D)	45834	550010	



JKLC: HR: 2019/4112

14-June-2019

**Ms. Anwesha Sharma**  
**Malti Sadan, Pal Lane**  
**Govind Mitra Road**  
**Sampatchak, Patna**  
**Bihar – 800 004**

### Appointment Advice

Dear Ms. Sharma,

This has reference to your application dated 11.06.2019 and the subsequent interview you had with us. We are pleased to appoint you as **Graduate Engineer Trainee** for JK Lakshmi Cement Ltd., on the terms and conditions discussed and agreed by you at the time of interview and as embodied in a separate Letter of Appointment, which will be handed over to you at time of joining duties.

You are required to report for joining on or before 03-July-2019 at our Head Office.

Please confirm that you are neither a partner nor a relative of any of our Directors as per the list of Directors of the Company, which is available in this office for perusal.

Please note that your appointment would stand cancelled if in future any verification done by us is contrary to the information furnished by you in the application form filled-in by you at the time of interview. This appointment advice is subject to your successful completion of course B.Tech (Computer Science) and its requirements. No shifting expenses would be admissible. However, employees are eligible for shifting expenses as per rule upon transfer.

Please arrange to submit the original documents along with a set of following certificates to us at the earliest or at the time of joining duties:

1. Copies of Educational Certificates including certificates of Date of Birth.
2. Copy of Appointment Letter and relieving order received from the previous employer.
3. Copies of certificate showing salary and emoluments drawn with the last employer.
4. Copy of PAN Card.
5. Copy of Aadhar Card.

Please signify your acceptance by signing and returning the duplicate copy of this letter and inform us the exact date of your joining duties.

Thanking you,

Yours faithfully,  
**FOR JK LAKSHMI CEMENT LIMITED**

**ACCEPTED**

**DR. TAPOMOY DEB**  
**VICE PRESIDENT (HR)**

\*TJ



Admn. Office: Nehru House, 4, Bahadur Shah Zafar Marg, New Delhi 110 002; Phone: 33001142 / 33001112; Fax: 91-011-23722251/ 23722021;

E-Mail: jkcl.customer@jklmail.com; Website: www.jklakshmi.com, C I N L74999RJ1938PLC019511

Regd. & Works Office: Jaykaypuram, Distt. Sirohi, Rajasthan; Phone: 02971-244409/ 244410; Fax: 02971-244417; E-Mail: lakshmi\_cement@lc.jklmail.com



**Date: 26/04/2019**

**To Whom It May Concern**

This is to certify that Ms. Anwesha Sinha has worked as a Product Development Trainee from January 11<sup>th</sup>, 2019 until May 15<sup>th</sup>, 2019 at Tekizma India Solutions Private Limited. During her Training period she is being given the stipend of 15,000 Rupees per month.

During her tenure with us, she was found punctual, hardworking and inquisitive. She has been working on Elastic Search, Node JS, Restful APIs, MSSQL technologies.

We wish Anwesha all the best in her future endeavors.

Best Regards,



Mr. Lakshman P Narayanan

President

Tekizma India Solutions Private Limited





May 08, 2019

**Ms. Anwesha Sinha**

27, 19th cross,  
7th Main Rd,  
NS Palya, Stage 2,  
BTM 2nd Stage,  
Bengaluru- 560076

**Reg: Offer Letter**

Dear **Anwesha**,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer Trainee** in our office at #53/B, 1<sup>st</sup> Main Road, 3<sup>rd</sup> Phase, JP Nagar, Bangalore-560078. Your start date for this offer will be **May 22, 2019**.

In the event you accept this offer and join our organization, your total compensation will be **Rs 3,50,000 (Three Lakh Fifty Thousand Only)** per annum. You are eligible to avail up to Rs. 25,000 (Twenty Five Thousand) for relocation to Bangalore. The reimbursement will be based on the actuals. Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay.

We believe in sharing profits with our employees. Accordingly, there will be a variable bonus awarded yearly to you based on the performance of the Company. The amount of bonus is the sole discretion of the Company and will be revised time to time by the Company.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. *This offer is subject to successful back ground verification.*
3. While you join us as Product Engineer Trainee, the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service which shall be binding on you.

US Head Office: Tekizma Inc.  
620 Herndon Parkway, Suite 350,  
Herndon VA 20170

India Office: Tekizma India Solutions Pvt. Ltd.  
53/B, 1<sup>st</sup> Main Road, 3<sup>rd</sup> Phase,  
JP Nagar, Bangalore- 560078

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



Please sign a copy of this letter and mail it back to us to confirm your acceptance. In the event, we did not receive your confirmation within the stipulated time, the offer will be deemed invalid.

Your employment with the Company can be terminated by either party by giving 2 months of notice.

You are required to bring the following documents in original & photocopy at the time of joining us:

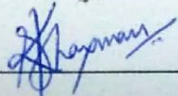
- ❖ School leaving certificate/mark sheets (10, 10+2)
- ❖ Graduate certificate and mark sheet.
- ❖ Post Graduate certificate and mark sheet (if applicable).
- ❖ Relieving letter and Experience certificate from all the previous employers (if applicable).
- ❖ Last 2 pay slips from your previous employer (if applicable).
- ❖ Latest Form 16 (if you are an IT assessee)
- ❖ Pan Card
- ❖ Passport ( If not available, please apply)
- ❖ Two copies of your recent size photographs.

Breach of any of the condition mentioned in this letter and including Company's "Terms and Conditions of Employment" and other rules and regulations will render you liable to immediate termination of your employment without any notice or compensation.

Please report to our Bangalore office at 10:00 am on May 22, 2019

We look forward to a long lasting and mutually beneficial relationship and are confident your abilities will play a key role in our Company. Please let me know if you have any questions.

Sincerely,



Date: May 08, 2019  
Lakshman Narayanan  
President  
Tekizma India Solutions Private Limited.

I have read the offer and accept

\_\_\_\_\_  
Date:  
Anwesha Sinha



### Annexure 1

#### Details of Compensation

Name: Anwesha Sinha		Date of Joining : May 22, 2019	
Designation: Product Engineer Trainee		Location: Bangalore	
CTC-Fixed		3,50,000	
Salary		Annual	Monthly
	Basic Salary	1,40,000	11,667
	House Rent Allowance (40% of Basic)	56,000	4,667
	Special Allowance	1,37,200	11,433
	Gross Monthly	<b>3,33,200</b>	<b>27,767</b>
	Provident Fund	16,800	1,400
	CTC- Fixed	<b>3,50,000</b>	<b>29,167</b>
	<b>Total Compensation ( Total CTC)</b>	<b>3,50,000</b>	

- Any tax liability out of the above compensation elements will be to the employee's own account.

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



# **eSPAN Infrastructure (I) Limited**

**Date: 30<sup>th</sup> April' 2019**

**Ref. No. Espan/Appointment/2019-20/005**

**Mr. Deepak Sirvi S/o Shri Tejaram Sirvi**

**D-2, J.K. Lakshmi Cement Limited,**

**Sirohi Jay Kay Puram Basatgarh, (RAJASTHAN)**

**Phone: +91-75-977-12561**

**E-Mail deepaksirvi@jku.edu.in/deepaksirvi95@gmail.com**

## **Letter of Appointment**

**Dear Mr. Deepak Sirvi,**

With reference to your application and subsequent interview you had with us on **26<sup>th</sup> April' 2019**, we are pleased to appoint you as **"Site Engineer (Electrical)" w.e.f. 05<sup>th</sup> May'2019** in M/s Espan Infrastructure (I) Limited an EPC Company.

All other details regarding your employment, including letter of appointment will be provided to you at the time of your joining the organization.

We request you to please sign and return the duplicate or E-mail of this letter in acceptance of the "Appointment" for the mentioned position.

As discussed, you are advised to join this office at **9.30 AM on/before 05<sup>th</sup> May'2019**, at the following address: -

**Mr. Syed Mujahid (Project Manager),**

**Mobile No. +91 98-71616720**

**Office Address: 147, Ram Kishan Nagar, Jhabua (Madhya Pradesh).**

The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Documents pertaining to Academic Records-Xerox Copies of Certificates
2. Passport Size Photographs
3. Proof of identity i.e. PAN card, Driving license, Aadhar Card.
4. Bank Account Details.

**Page 1 of 2**



**eSPAN Infrastructure (I) Limited**

**Corp. Off.; B-7, Sector-36, NOIDA-201 303, (U.P), T: 0120-4739 777**

**Regd. Off.; B-405, Nirman Vihar, DELHI-110 092, T: 011-2250 0247**

**CIN : U45400DL2011PLC218413 email: info@espaninfra.com**

# **eSPAN Infrastructure (I) Limited**

Please note that following expenses paid by company

- 1) Travelling Allowance shall be paid for joining duty at Jhabua (**Madhya Pradesh**)
- 2) Food, Guest House/Bachelor Accommodation including Electricity, Water to be provided by Organization.

We look forward to your joining our team. We are sure that you will have bright career in this organization.

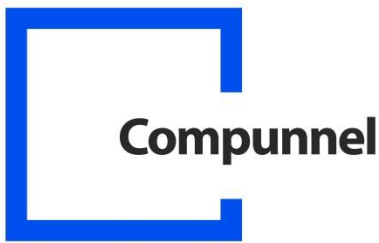
We take this opportunity to welcome you and your family into the folds of our company.

With Best Wishes,

For on Behalf of M/s Espan Infrastructure (I) Ltd.

Sagar Verma  
(Director)





www.compunnel.com

IND: C-4, Sector 58, Noida, INDIA, UP 201307  
t. (0120) 4677800 | fx. (0120) 4677888

US: 103 Morgan Lane, Suite 102, Plainsboro, USA, NJ- 08536  
t. (609) 606-9020 | fx. (609) 750-0987 | e. [info@compunnel.com](mailto:info@compunnel.com)

November 20, 2018  
Ref : COMP/JOL/18/312

Lakshaya Bathla  
Bharti Sadan, near ICIC Bank,  
District Baran, Rajasthan.

**Sub: Job Offer**

**Dear Lakshaya,**

Subsequent to our discussion, we take pleasure in offering you a job with us, on the following terms & conditions. You will receive a detailed letter of appointment after your joining, along with the terms & conditions of your employment.

Designation : **Recruiter**  
Annual Gross Salary : **₹ 300,000**  
Date of Joining : **January 07, 2019**  
Business Unit : **Compunnel Staffing**  
Place of Posting : **Noida**

You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service. We hope your skills, knowledge and experience will be valuable assets to our organization.

As part of joining formalities, you are required to submit the following documents:

1. Photostat copy of PAN Card (Mandatory)
2. Photostat copy of Aadhar Card (Mandatory)
3. Copy of Proof of Date of Birth
4. Photostat copy of Permanent Address Proof e.g. Driving License, Voter ID Card, Passport copy
5. Educational Certificates (10th, 12th, Graduation, Post-Graduation, any other qualification)
6. Professional Certificates (Experience/ Relieving letters of all previous organizations)
7. Last 3 months' Salary Slip drawn
8. Clearance Certificate from Last Organization &
9. UAN detail of Previous Employer (if applicable)
10. Colored Passport size photographs – 5 Nos.
11. TDS Details (Form 16, Salary Certificate)

\* Please bring all the original documents as well for verification formalities.

Please indicate your acceptance of this offer within 24 hours of receiving this Job offer, failing which this offer will stand forfeited.

Your background verification check will be initiated by HR team as soon as a you accept this offer and resign from your current organization. We reserve the right to terminate our offer/employment with you, should the results of your background investigation (educational credentials, employment history & professional reference checks) be not satisfactory.

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

Ajai Mehrotra  
VP - Human Resources

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

### Compunnel Pre Joining Agreement Summary Sheet

Name	Lakshaya Bathla			
Division	Compunnel Staffing			
Designation	Recruiter			
DOJoining	January 07, 2019			
Components	Amount per month	Amount per year	Remarks	Payment
Basic	12,500	-	Taxable	Paid at the end of the month
HRA	6,250	-	Tax exempt after submission of rent lease and rent receipts	Paid at the end of the month
Medical Expenses	1,250	-	Reimbursement, paid against bills	Paid at the end of the month
Reimbursements	0	-	Reimbursement, paid against bills	Middle of the next month
Conveyance Allowance	0	-	Non-Taxable	Paid at the end of the month
Special Allowance	2,354	-	Taxable	Paid at the end of the month
Gratuity	-	6,252	Employer's contribution	As per Act
Group Mediclaim Insurance	-	3,000	Employer's contribution	Not paid, benefits extended
Employer's Contribution to Employee Welfare Fund	-	4,500	Employer's contribution	Not paid, benefits extended
Employer's PF Contribution	-	18,000	Employer's contribution	As per Act
Maximum Performance based Bonus	-	-	Taxable	
Annual CTC	300,000		20,854	
Take Home monthly Salary before taxation				

2. **Probation Period:** 6 months.

3. **Salary Appraisal:** Once in a year effective January/July, on completing 9 months of service as on June/December. Salary revision based on performance as evaluated by superiors in the appraisal.

4. **Incentives:** Yes

5. **Major Job Responsibilities**

IT Recruitment

6. **Place of Posting:-** Noida

7. **Office Timings:** 7:00 PM to 4:00 AM



**Ajai Mehrotra**  
**VP – Human Resources**

*Signature of the Candidate*

Ref: MCHLN/DEC1412/Mohali

Date: 17-12-2018

Sub: Offer letter

Dear Lalit Kumar,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

### Acceptance and Commencement

Your appointment will be effective till 07.01.19. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.** Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

- You are required to bring following:
  - a) Latest passport size photograph.
  - b) Copy of service certificates of your previous jobs with originals.
  - c) Copy of birth certificate/school leaving certificate showing date of birth.
  - d) Copy of educational qualification certificates with originals.
  - e) Bank account details.
- On joining you will be required to furnish:
  - a) Relieving letter and Experience Certificates from your present employer.
  - b) Last drawn Salary Slip / Certificate showing monthly Salary and Annual Benefits, from the present employer.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 19.12.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

With warm regards,



**Umesh Awasthy**

**Global Head Talent Acquisition & AIP**

Accepted-----

Signature

-----

Date





**CONFIDENTIAL**

11 March, 2019

Mr. Mehul Bhardwaj,  
Jk Lakshmipat University,  
Jaipur

Dear Mehul,

**Subject:** Offer Letter for Employment with Schoollog (a venture of TechTalisman Engineering Private Limited ) ("the Company")

Further to your interviews and discussions with us, we are pleased to offer you the position of **React Developer** with the Company.

**I. PLACE OF WORK:**

Your principal place of work will be Jaipur

**II. COMPENSATION:**

Your CTC Offered shall be of Rs. 4 Lakhs Per Annum (3 Lakhs Fixed + 1 Lakh as Variables) from the date of joining. You will have to serve a probation period of 1 month from the date of joining.

**III. CONDITIONS PRECEDENT:**

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references
- (b) You're furnishing us with 2 passport size photographs.
- (c) You're providing us with a proof of your qualifications and identity.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. This letter is valid for a period of seven days following the date of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within seven days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.

We shall be very pleased to welcome you to Schoollog and hope that you will have a successful and rewarding career with Schoollog. I look forward to meeting you in due course.



Yours sincerely

Manoj Kumar  
**Co-Founder**  
Schoollog

**ACCEPTANCE**

I, \_\_\_\_\_ accept the offer of employment contained in this letter.

Date: .....

I would like to start my employment with Schoollog.

on: .....

Signed:..... Date:.....

**Annexure – A**

**Name: Mehul Bhardwaj**  
**Designation: Software Engineer**

**Annual CTC Break-Up**

Particular	Amount Per Month	Amount Per Annum
Basic	21500	258000
HRA	8600	103200
Telephone Allowance	1200	14400
Conveyance Allowance	1600	19200
Other Allowance	2933	35200
<b>Total CTC (INR)</b>	<b>35833</b>	<b>430000</b>

**Warm Regards,**

For Punchh Tech India Pvt. Ltd.



Rahul Jain

Manager – Human Resources



Ruchika Beri

Director HR & General Management



**CONFIDENTIAL**

11 March, 2019

Mr. Mohit Motiani,  
Jk Lakshmipat University,  
Jaipur

Dear Mohit,

**Subject:** Offer Letter for Employment with Schoollog (a venture of TechTalisman Engineering Private Limited ) ("the Company")

Further to your interviews and discussions with us, we are pleased to offer you the position of **Technical Support Executive** with the Company.

**I. PLACE OF WORK:**

Your principal place of work will be Jaipur. Although the company can send you to some other places for official work.

**II. COMPENSATION:**

Your CTC Offered shall be of Rs. 2.4 Lakhs Per Annum (1.8 Lakhs Fixed + 60 Thousand as Variables) from the date of joining. You will have to serve a probation period of 1 month from the date of joining.

**III. CONDITIONS PRECEDENT:**

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references
- (b) You're furnishing us with 2 passport size photographs.
- (c) You're providing us with a proof of your qualifications and identity.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. This letter is valid for a period of seven days following the date of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within seven days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.



We shall be very pleased to welcome you to Schoollog and hope that you will have a successful and rewarding career with Schoollog. I look forward to meeting you in due course.

Yours sincerely

Manoj Kumar  
**Co-Founder**  
Schoollog

**ACCEPTANCE**

I, \_\_\_\_\_ accept the offer of employment contained in this letter.

Date: .....

I would like to start my employment with Schoollog.

on: .....

Signed:..... Date:.....

Ref.: PSL /2018-19/HRD/Campus/11

May 13, 2019

**Mr. Nadeem Khan**

B Tech. (Mechanical)

Behind Idgah, Majhela Road

Madanganj-Kishangarh,

Ajmer – Rajasthan 305801

Mo.No-9829072886

e-mail-nadeemkhan@jklu.edu.in

This has reference to the campus interview held on **11<sup>th</sup> March-19**, we have pleasure to appoint you as “**Engineer Trainee (Board Project)**”, on the terms and conditions discussed at the time of interview and as embodied in separate letter of appointment, which will be handed over to you at the time of joining duties.

You are required to join duty on or before **1. 06. 19**, at our Head office Delhi for 4-6 Months and then will be placed at Unit : CPM, Fort- Songadh, Dist- Tapi (Gujarat).

Please arrange to produce the original documents along with two copies of each of the following certificates to us at the time of joining.

1. Education certificates including certificate of date of birth.
2. Copy of certificates from two respectable persons.
3. Two passport size colour photographs .

The above appointment is subject to your being medically fit by medical authorities nominated by us & on successful completion of your related degree and also your antecedents verified and found to be satisfactory.

Please signify your acceptance by signing and returning the duplicate copy of this letter.



**N K KHANNA**

**EXECUTIVE VICE PRESIDENT (WORKS)**



**Regd. Office** : P.O. Central Pulp Mills, Fort Songadh, Dist. Tapi (Guj.) – 394660.

**Admn. Office** : Nehru House, 4 Bahadur Shah Zafar Marg, New Delhi – 110 002.

Tel. : (011) 33001112/1132, Fax : 23712680, E-Mail : bsb@jkmail.com

**Mumbai Office:** 9, Kasturi Building, 3rd Floor, Jamshedji Tata Road, Churchgate, Mumbai – 400 020.

Tel. : 22021363/8234, 22810153/54, 22842074. Fax : 22029657

E-mail : manojagr@jkmail.com / lrbangera@jkmail.com

CIN : L21010GJ1960PLC018099





JKTIL/HR/2019  
2<sup>nd</sup> January, 2019

**Mr. Nikhil Shah,**  
c/o. JK Lakshmipat University,  
Jaipur,  
Rajasthan.

**Appointment Advice**

With reference to your application and the subsequent interview you had with us, we are please to convey your appointment as **SERVICE TRAINEE** on the terms and conditions discussed and agreed by you and embodied in a separate letter appointment, which will be handed over to you at the time of joining the duties.

You are advised to report to HR Department, J.K. Tyre and Industries Ltd. Patriot House, 3, Bahadur Shah Zafar Marg, New Delhi-110002 on 3<sup>rd</sup> June, 2019.

Please arrange to submit the original documents along with two sets of following certificates to us at the earliest or latest at the time of joining the duties:

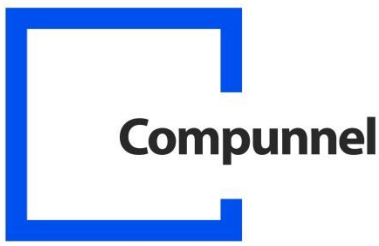
- a) Photo Copy of certificates of educational/professional qualifications;
- b) Photo Copy of certificates from persons other than employer;
- c) Passport size photograph.
- d) Photocopy of your PAN Card
- e) Photocopy of Aadhar card

Please signify your acceptance by signing and returning the duplicate copy of this letter and advise exact date of your joining the duties.

Yours faithfully  
for JK Tyre and Industries Limited

( Pradyumna Pandey )  
Vice President (HR)





www.compunnel.com

IND: C-4, Sector 58, Noida, INDIA, UP 201307  
t. (0120) 4677800 | fx. (0120) 4677888

US: 103 Morgan Lane, Suite 102, Plainsboro, USA, NJ- 08536  
t. (609) 606-9020 | fx. (609) 750-0987 | e. [info@compunnel.com](mailto:info@compunnel.com)

November 20, 2018  
Ref : COMP/JOL/18/308

Prakhar Prakash  
House no- 133, Sandhokhar, Barhea,  
Siwan, Bihar- 841226

**Sub: Job Offer**

**Dear Prakhar,**

Subsequent to our discussion, we take pleasure in offering you a job with us, on the following terms & conditions. You will receive a detailed letter of appointment after your joining, along with the terms & conditions of your employment.

Designation : **Recruiter**  
Annual Gross Salary : **₹ 300,000**  
Date of Joining : **January 07, 2019**  
Business Unit : **Compunnel Staffing**  
Place of Posting : **Noida**

You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service. We hope your skills, knowledge and experience will be valuable assets to our organization.

As part of joining formalities, you are required to submit the following documents:

1. Photostat copy of PAN Card (Mandatory)
2. Photostat copy of Aadhar Card (Mandatory)
3. Copy of Proof of Date of Birth
4. Photostat copy of Permanent Address Proof e.g. Driving License, Voter ID Card, Passport copy
5. Educational Certificates (10th, 12th, Graduation, Post-Graduation, any other qualification)
6. Professional Certificates (Experience/ Relieving letters of all previous organizations)
7. Last 3 months' Salary Slip drawn
8. Clearance Certificate from Last Organization &
9. UAN detail of Previous Employer (if applicable)
10. Colored Passport size photographs – 5 Nos.
11. TDS Details (Form 16, Salary Certificate)

\* Please bring all the original documents as well for verification formalities.

Please indicate your acceptance of this offer within 24 hours of receiving this Job offer, failing which this offer will stand forfeited.

Your background verification check will be initiated by HR team as soon as a you accept this offer and resign from your current organization. We reserve the right to terminate our offer/employment with you, should the results of your background investigation (educational credentials, employment history & professional reference checks) be not satisfactory.

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

Ajai Mehrotra  
VP - Human Resources

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

### Compunnel Pre Joining Agreement Summary Sheet

Name	Prakhar Prakash			
Division	Compunnel Staffing			
Designation	Recruiter			
DOJoining	January 07, 2019			
Components	Amount per month	Amount per year	Remarks	Payment
Basic	12,500	-	Taxable	Paid at the end of the month
HRA	6,250	-	Tax exempt after submission of rent lease and rent receipts	Paid at the end of the month
Medical Expenses	1,250	-	Reimbursement, paid against bills	Paid at the end of the month
Reimbursements	0	-	Reimbursement, paid against bills	Middle of the next month
Conveyance Allowance	0	-	Non Taxable	Paid at the end of the month
Special Allowance	2,354	-	Taxable	Paid at the end of the month
Gratuity	-	6,252	Employer's contribution	As per Act
Group Medclaim Insurance	-	3,000	Employer's contribution	Not paid, benefits extended
Employer's Contribution to Employee Welfare Fund	-	4,500	Employer's contribution	Not paid, benefits extended
Employer's PF Contribution	-	18,000	Employer's contribution	As per Act
Maximum Performance based Bonus	-	-	Taxable	
Annual CTC	300,000		20,854	
Take Home monthly Salary before taxation				

2. **Probation Period:** 6 months.

3. **Salary Appraisal:** Once in a year effective January/July, on completing 9 months of service as on June/December. Salary revision based on performance as evaluated by superiors in the appraisal.

4. **Incentives:** Yes

5. **Major Job Responsibilities**

IT Recruitment

6. **Place of Posting:-** Noida

7. **Office Timings:** 7:00 PM to 4:00 AM



**Ajai Mehrotra**  
**VP – Human Resources**

*Signature of the Candidate*

**Date: 30<sup>th</sup> April' 2019**

**Ref. No. Espan/Appointment/2019-20/001**

**Mr. Pratyush Gupta S/o Shri Pradeep Kumar Gupta**

**68/19, Lokman Mohal Kanpur – 208 001. (UTTAR PRADESH)**

**Phone: +91-81-691-99943**

**E-Mail pratyushgupta@jklu.edu.in/pratyushgupta9044@gmail.com**

## Letter of Appointment

**Dear Mr. Pratyush Gupta,**

With reference to your application and subsequent interview you had with us on **26<sup>th</sup> April' 2019**, we are pleased to appoint you as **"Site Engineer (Civil Electrical)" w.e.f. 05<sup>th</sup> May'2019** in M/s Espan Infrastructure (I) Limited an EPC Company.

All other details regarding your employment, including letter of appointment will be provided to you at the time of your joining the organization.

We request you to please sign and return the duplicate or E-mail of this letter in acceptance of the "Appointment" for the mentioned position.

As discussed, you are advised to join this office at **9.30 AM on/before 05<sup>th</sup> May'2019**, at the following address: -

**Mr. Saksham Verma (Project Co-Ordinator)-Mobile No.+91 7447444426/+91 94-107-30235**

**Mr. S.N. Bharti (Project Manager), Mobile No. +91 94-127-10604/+91 94-117-47946**

**Site Address: Saknidhar, Post Bachelikhal, Devprayag Road, UTTRAKHAND.**

The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Documents pertaining to Academic Records-Xerox Copies of Certificates
2. Passport Size Photographs
3. Proof of identity i.e. PAN card, Driving license, Aadhar Card.
4. Bank Account Details.

Page 1 of 2



**eSPAN Infrastructure (I) Limited**

Corp. Off.: B-7, Sector-36, NOIDA-201 303, (U.P), T: 0120-4739 777  
Regd. Off.: B-405, Nirman Vihar, DELHI-110 092, T: 011-2250 0247  
CIN : U45400DL2011PLC218413 email: info@espaninfra.com

# **eSPAN Infrastructure (I) Limited**

Please note that following expenses paid by company

- 1) Travelling Allowance shall be paid for joining duty at **Devprayag (Uttarakhand)**
- 2) Food, Guest House/Bachelor Accommodation including Electricity, Water to be provided by Organization.

We look forward to your joining our team. We are sure that you will have bright career in this organization.

We take this opportunity to welcome you and your family into the folds of our company.

With Best Wishes,

For on Behalf of M/s Espan Infrastructure (I) Ltd.

Sagar Verma  
(Director)





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To:

Ms. Princy Patel

Mobile #: +91-8209765304

Email: princypatel8295@gmail.com

Dear Princy Patel,

With reference to the recent discussion we had with you, we are pleased to offer you internship as "Cloud Engineer - Trainee" in our organization on the terms discussed. This role will provide you with the opportunity to work in a dynamic organization and evolve as a part of a creative team. We expect you to be ambitious, and to display a high level of enthusiasm and curiosity to learn new things.

Basis your specific curriculum needs, company requirements and individual capability, a specific time-bound project will be assigned as a part of your internship program. All projects you will be involved in or you might have access to, should be treated as highly confidential. Many of the projects you may be involved in are also likely to be live projects and will have additional privacy and nondisclosure requirements from Searce's customers, partners and stakeholders. Please ensure that you first submit your project report to Searce, and take written approval from the HR Manager as well as your reporting manager for the report that you intend to submit to your college as a part of your internship program.

We are excited to welcome you to join our business futurify team which differentiates through our unique experimentation culture, thrives on improvement mindset and unlimited passion to learn new things. We encourage you to be a vital part of nurturing a work culture that believes in straight talk and makes people happier at work.



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Designation	Cloud Engineer - Trainee
Period of Internship	11-Feb-2019 to 11-Aug-2019
Stipend	20,000 INR per month

**Annexure 1**

The terms of your offer and subsequent employment on acceptance of offer are as below.

1. **Location** - Your primary place of work will be in **Mumbai**. However your location is transferable and you may be assigned to any office of Searce or any of its sister concerns or related entities depending on the changing business needs.
2. **Working Hours** - Given the nature of the business, your responsibilities might require working irregular hours, weekends and/or public holidays and may require shift duties basis the business requirements. The company reserves the right to change the working hours as and when required.

- 
3. **Training** - During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof. Those would be explained to you specifically in writing in case there is commitment period associated with a certain project or training or travel.
  4. **Non Disclosure Agreement:** Your compensation and any changes made therein from time to time is highly confidential. You are expected to maintain utmost confidentiality in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee. To ensure confidentiality, You will be required to sign Non Disclosure Agreement which aims to protect the intellectual property rights and business information of Searce and its clients. If you are bound by Confidentiality Agreement with previous employer, you must notify the company and indemnify company against any breach thereof.

5. **No Alternative Engagement:** During your tenure at Searce, you will not engage in or hold an interest in any business (which is related to IT, ITES, Outsourcing, Analytics, Cloud, Automation or Management consulting) or actively participate in any unrelated business to the above or trade or undertake any other employment. If any such interest exists, or is likely to come up in the near future, you are expected to make a full disclosure before accepting this internship letter. Post your tenure with the company, you agree that you will not solicit or deal directly or indirectly with any clients or employees of the company.
6. **Background Check:** The Company may conduct reference, employment and criminal record verification independently or through a third party vendor and the company reserves the right to terminate your employment if any information submitted by you is found to be incorrect and/or if unfavourable record is found. Your acceptance of this offer letter indicates your approval of Searce initiating such verification.
7. **Appointment in Good Faith:** It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

8. **Taxation** - Compensation paid shall be subject to taxes as per the prevailing Income Tax regulations. Tax deductions may also vary based on the quantum of the tax savings investment made by the individual and many other parameters based on the regulations.
9. **Allocation of Essentials** - Company may allot you hardware such as Laptop, Mobile etc., relevant software and other required essentials on your joining. It will be your responsibility to take care of those essentials and the employee will be responsible to return these essentials at the time of termination or retirement.
10. Benefits may change from time to time basis change in company policies.
11. The Company reserves the right to review, revise and/or alter the above compensation including variable and incentives and/or benefits as and when it deems necessary. Your compensation will change in case you relocate to a different city depending upon the cost of living.
12. All Fixed & Variable components are subject to income tax laws as applicable and in force as on the date of the payment and you should be an active employee on the payout date.
13. [Additional document requirements.](#)

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### Undertaking

1. I, Princy Patel, undertake that there are no claims of damages or legal actions of any nature against me for criminal activity, misappropriation of funds, undertaking dual profession, claims on loss or damages to company property, harassment of co-workers etc.
2. I, Princy Patel, undertake that I have not been involved in drug abuse & have not been suffering problems with alcoholism, and that I do not suffer from any medical problems that may interfere with the performance of my duties.
3. I, Princy Patel, confirm that any such history or information as above have been adequately declared to the company in writing prior to accepting this offer, and also that all information provided is correct to the best of my knowledge and understanding.

Candidate Name	<b>Princy Patel</b>
Candidate Signature	Princy Bhesdadiya
Date of Undertaking	4 <sup>th</sup> February 2019

## Acceptance

Search Logistics Analytics LLP	Princy Patel
<b>ABWFS3166N</b> Company Tax ID Number (PAN #)	Tax ID Number (PAN #)
 Srabanee Sarangi Signature	Princy Patel Signature
<b>Lead - HRBP</b> Designation	<b>Cloud Engineer - Trainee</b> Designation Offered
<b>01-Feb-2019</b> Date of Offer	<b><u>4<sup>th</sup> February 2019</u></b> Date of Acceptance

We are confident you will find this new opportunity challenging and rewarding. Please confirm your acceptance via a return email on or before 11-Feb-2019. We look forward to having you onboard.



**CONFIDENTIAL**

11 March, 2019

Mr. Raj Gupta,  
Jk Lakshmipat University,  
Jaipur

Dear Raj,

**Subject:** Offer Letter for Employment with Schoollog (a venture of TechTalisman Engineering Private Limited ) ("the Company")

Further to your interviews and discussions with us, we are pleased to offer you the position of **Technical Support Executive** with the Company.

**I. PLACE OF WORK:**

Your principal place of work will be Jaipur. Although the company can send you to some other places for official work.

**II. COMPENSATION:**

Your CTC Offered shall be of Rs. 2.4 Lakhs Per Annum (1.8 Lakhs Fixed + 60 Thousand as Variables) from the date of joining. You will have to serve a probation period of 1 month from the date of joining.

**III. CONDITIONS PRECEDENT:**

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references
- (b) You're furnishing us with 2 passport size photographs.
- (c) You're providing us with a proof of your qualifications and identity.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. This letter is valid for a period of seven days following the date of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within seven days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.



We shall be very pleased to welcome you to Schoollog and hope that you will have a successful and rewarding career with Schoollog. I look forward to meeting you in due course.

Yours sincerely

Manoj Kumar  
**Co-Founder**  
Schoollog

**ACCEPTANCE**

I, \_\_\_\_\_ accept the offer of employment contained in this letter.

Date: .....

I would like to start my employment with Schoollog.

on: .....

Signed:..... Date:.....



## SELECTED CANDIDATE LIST

S.No	CANDIDATE NAME	PROFILE
1	Shashank Gehlot	Web Developer
2	Mohit Motiani	WD/PHP Developer
3	Shashank Verma	WD/PHP Developer
4	Aadesh Jain	SEO/Digital Marketing
5	Rishikesh Sharma	WD&PHP Developer
6	Rishabh Bhandari	Graphic Designer
7	Devendra Singh Shekhawat	Marketing
8	Akshat Sharma	Digital Marketing
9	Shekhar Kushwaha	Marketing/BDE
10	Gaurav Gupta	Business Development Executive

**Date:** 18th September 2018

Mr. Shashank Gehlot

**Subject: Offer Letter**

Dear Shashank,

This is with reference to your application we would like to congratulate you on being selected for the position of “Web Developer” at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Web developer** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20th September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Mohit Motiani

**Subject: Offer Letter**

Dear Mohit,

This is with reference to your application we would like to congratulate you on being selected for the position of "WD/PHP Developer" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **WD/ PHP developer** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20th September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Shashank Verma

**Subject: Offer Letter**

Dear Shashank,

This is with reference to your application we would like to congratulate you on being selected for the position of “WD/PHP Developer” at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **WD/PHP developer** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Aadesh Jain

**Subject: Offer Letter**

Dear Aadesh,

This is with reference to your application we would like to congratulate you on being selected for the position of "SEO/ Digital Marketing" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **SEO/ Digital Marketing** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20th September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

**Sincerely,**

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Rishikesh Sharma

**Subject: Offer Letter**

Dear Rishikesh,

This is with reference to your application we would like to congratulate you on being selected for the position of "WD & PHP Developer" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **WD&PHP Developer** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260



**Date:** 18th September 2018

Mr. Rishabh Bhandari

**Subject: Offer Letter**

Dear Rishabh,

This is with reference to your application we would like to congratulate you on being selected for the position of "Graphic Designer" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Graphic Designer** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-6 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Devendra Singh Shekhawat

**Subject: Offer Letter**

Dear Devendra,

This is with reference to your application we would like to congratulate you on being selected for the position of "Marketing" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Marketing** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-4 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

**Sincerely,**

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260



**Date:** 18th September 2018

Mr. Akshat Sharma

**Subject: Offer Letter**

Dear Akshat,

This is with reference to your application we would like to congratulate you on being selected for the position of "Digital Marketing" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Digital Marketing** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-4 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

**Sincerely,**

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Shekhar Kushwaha

**Subject: Offer Letter**

Dear Shekhar,

This is with reference to your application we would like to congratulate you on being selected for the position of "Marketing/BDE" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Marketing/BDE** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-4 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

Sincerely,

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



---

**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

**Date:** 18th September 2018

Mr. Gaurav Gupta

**Subject: Offer Letter**

Dear Gaurav,

This is with reference to your application we would like to congratulate you on being selected for the position of "Business Development Executive" at Brilltechno Pvt. Ltd. Based at Jaipur. Your tenure starts from January 2019.

The position we are offering you is that of **Business Development Executive** at a monthly salary up to 20000 per month. This position reports to Abhisar Choudhary. Your working hours will be from 10AM to 6PM, Monday to Friday.

You will be on 3-4 months of Probation Period (which can be extended depending on your performance during training) in which you will receive a Stipend up to 8000 per month. After successful completion of training you will be hired as full time employee for the above mention post.

We would like you to start work on **January 2019**. Please report to our office between 11am to 2 pm by 20<sup>th</sup> September 2018, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy of this letter and return it to us by **20<sup>th</sup> September 2018** to indicate your acceptance of this offer.

We are confident we will be able to make a significant contribution to your career growth and look forward to working with you.

**Sincerely,**

**BrillTechno Pvt. Ltd**  
**Human Resource Dept.**



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**BrillTechno Pvt. LTd.**

P-12, Narayan Vihar, Gopalpura  
Bypass Road, Jaipur(Rajasthan), 302020  
Phone: +91-8448449664/8118808260

16<sup>th</sup> Jan 2019

**BIL-NOI/HR/COL/3031**

**Rishabh Bhandari**  
**# 108, Prithviraj Nagar,**  
**Maharani Farm, Durgapura,**  
**Jaipur, Rajasthan - 302018**

**Sub: Conditional Offer Letter for participating in a training program with Bhilwara Infotechnology Ltd**

**Dear Rishabh,**

Please refer to your application and the subsequent discussion with us, we are pleased to inform you that you have been selected to undergo a training program with **Bhilwara Infotechnology Ltd** in short **(BIL)**.

This technical & communication batch wise training will be provided by BIL for duration of 45 to 60 working days, “free of charge” and similarly BIL shall not be paying any “stipend” during the training period.

On successful completion of the training program, BIL and its end customer would conduct tests and interviews based on certain parameters approved by our client. Candidates who clear the tests and interviews conducted by BIL and its clients will be considered for an employment with BIL at its client’s location.

The successful Candidates will be offered permanent on-roll job with all benefits as per the policies of BIL. In such case an Appointment letter will be issued and the terms of the appointment letter will be applicable during employment period.

The Selected candidates will be given an opportunity to work on the rolls of BIL at our client location and will be paid a **Gross salary of Rs.180,000/-Per Annum (One Lakh Eighty Thousand Only) on a cost to the company basis** and your initial posting can be at our customer locations in any major cities across India. The above mentioned annual salary includes all perks and allowances.

This Conditional offer for participating in the training program will be specifically on the following terms and conditions.

1. You acknowledge that you are a Graduate from a recognized institute & all the details as per your Resume/CV and application for employment are true to the best of your knowledge. You understand & acknowledge attending the **FREE** Training Scheme (Hire-Train-Deploy) as prescribed by the company starting from post completion of your BTECH 8th SEM /Graduation Final year exams. Your final joining shall however depend on your passing BTECH/graduation with desired percentage of marks, as applicable as per BIL policy. You acknowledge that the training period is for a period of 45 to 60 working days at the Company's premises located at **Noida**.
2. You acknowledge that there shall not be any payment of stipend, salary, remuneration or any reimbursements of expenses during the training period. The training will be Free of Cost and shall be conducted at BIL Noida office and would commence from **01-07-2019**.
3. You acknowledge the purpose of the training scheme is to impart skills and information to enable you to specialize in the relevant field of Training and to equip you to be sufficiently competent to participate in the evaluation test to be conducted by BIL or its clients after the completion of the training course.
4. You acknowledge that at the end of your Training period, the Company shall assess your suitability for appointment with the Company by way of Evaluation Tests as schedule & required for the fitment of the offered position, which will be in the form of a verbal/written/online test. Such Evaluation Test shall be conducted by the Company & its clients to assess knowledge and skill acquired by you during the Training/Course. Upon final selection for projects, your posting/work location can be anywhere in India.
5. You acknowledge that in the event of your acceptance of Company's offer of appointment, you will work with BIL for a minimum period of 6 months.
6. You acknowledge that upon successful completion of your training period, you shall not apply for any posting/interviews other than Bhilwara or its client's interview till the completion of Evaluation Tests.
7. You acknowledge that your initial posting will be on a project at our customer location. During the employment with the company you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/Group Companies whether anywhere in India or abroad.
8. You acknowledge that in the event the Company finds that you have failed to meet the standards/norms fixed by the company in the Evaluation Test/failed to complete the Test/Interview, the Conditional Offer Letter will remain cancelled automatically and no placement/any other request will be entertained.
9. You acknowledge that in case you drop out of the training session or have been found to behave in a manner inconsistent with the terms and policies or if the management

- comes to the conclusion that you have committed any misconduct /unacceptable behavior/unsatisfactory performance/misbehave with colleagues/ under influence of drugs or alcohol during the training session or in possession of inappropriate materials, The management may dismiss you from the Training/Company with immediate effect not withstanding other terms and conditions mentioned.
10. You acknowledge that during the training period you shall devote your whole time for the effective utilization of the training being imparted and you shall not be employed or engaged in any business activity or profession either as proprietor or partner or as a director or as an employee of any concern, firm or Company as the case may be without the written consent of the Company.
  11. You acknowledge that all documents, plans, drawing, photo prints, reports, statements, correspondence, etc. and also information and instructions that pass through you or come to your knowledge during your training shall be treated as absolutely confidential. You would also be required to sign a NON Disclosure Agreement as per annexure attached.
  12. You acknowledge that you will ensure to keep secret all such confidential matters including papers, plans, documents, etc. and shall not divulge or pass over the same to anyone.
  13. You acknowledge that any inventions worthy or unworthy of being protected as patents that are made by you during your training period with the Company will be entirely at the disposal of the Company which will have the absolute rights over the same.
  14. You acknowledge that the Company shall not be responsible for any interruption in the training due to causes beyond the control of the Company. In case of your failure / neglect to complete the training or failure in the Evaluation Test for employment conducted by the Company and its client, the Company shall neither be responsible nor will provide assurance of employment on BIL rolls.
  15. You acknowledge that you shall not at any time after the termination of your employment, represent yourself as being in any way connected with or interested in the business of the Company.
  16. You acknowledge that the below stated is your name and signature and you will abide by the terms and conditions set down in this Conditional Offer.

Please sign the duplicate copy of this letter and the Confidentiality Agreement and return the same to us in token of your acceptance of the terms and conditions stipulated therein.

We welcome you to LNJ Bhilwara Group and wish you all the best in your career with us.



**For Bhilwara Infotechnology Ltd**

**Indramohan Nair  
Chief Executive**

**Accepted By**

**(Name of the Employee)  
Aadhar No:**





**Mu Sigma**

**April 24, 2019**

**To,**

**Saanidhya Srivastava**  
**JK Lakshipat University, Jaipur**

Dear **Saanidhya**,

Congratulations! Mu Sigma Business Solutions is pleased to offer you the role of a **Trainee Decision Scientist**. Your initial place of work will be at our office premises in Bangalore. **Your actual date of joining shall be communicated to you through an electronic mail on or before May 02, 2019.**

With Mu Sigma, you will be part of a special category of people who are not only building a path-breaking company, but also laying the foundation for a new industry. Notwithstanding Mu Sigma's early success, our road to greatness is long, challenging and less travelled. You have a rare opportunity to be part of a team that is not only defining the space of decision sciences, but also challenging widely-held business practices and beliefs along the way.

We pride ourselves on providing an environment where everyone, regardless of role or experience, is challenged to learn. The ability to learn and adapt quickly will not only benefit the company, but also help you succeed in a world that is changing rapidly. As a Trainee Decision Scientist, you will participate in the Mu Sigma Decision Scientist Certification Program which is offered by Mu Sigma University, our training arm. This certification program is one of a kind and aims to help you become a well-rounded Decision Scientist through a combination of training and on-the-job experience. This program provides you opportunities to obtain three levels of certifications by developing a multi-disciplinary skill set encompassing Math, Business, Technology, and Behavioral Science. More details of this mandatory program can be found in **Annexure 1**.

An estimate of your total compensation is provided in the Cost to Company form in **Annexure 2**. Your annual compensation will include base salary, variable performance bonus, provident fund contributions and other components listed in **Annexure 2**. You will also be paid a Salary Advance of INR 5 lakhs, upon successful completion of your training program and being certified by the Mu Sigma University (MSU). The variable performance bonus will be determined based on your performance as well as the company's performance. Please note that your compensation at any time will be governed by the prevailing company policies and will be subject to deductions in accordance with applicable laws and regulations.

As a Mu Sigma employee, you will also be eligible for a bouquet of benefits as listed below:

1. **Leave benefits:** A flexible paid time-off plan which includes earned leave, casual/sick leave. This plan and leave accrual will be in accordance with the prevailing company policy.
2. **Medical insurance benefits for its employees and their families:** The company's medical insurance plan covers you and up to three of your dependents for hospitalization expenses up to INR 3,00,000.

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## **Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: [info@mu-sigma.com](mailto:info@mu-sigma.com) | Website: [www.mu-sigma.com](http://www.mu-sigma.com)

CIN: U74140KA2005PTC036309





**Mu Sigma**

3. **Critical Illness benefit cover:** This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the life time of the employee. This is applicable only for the employee.
4. **Kwench:** This is a free online library service that Mu Sigma provides its employees. You can access the library at a click and enjoy the goodness of great books & good authors. Kwench is that platform which enables you to borrow books online and the ordered book is delivered to office.

Note: These benefits are subject to change at the discretion of the management.

**Background & Drug checks:**

The Company shall be entitled, at its discretion, to conduct reference and / or background checks and/or Drug checks as per Company policy. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

As part of the joining process it is important that you provide us with the documents listed in **Annexure 3**.

**Termination of Employment:**

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire academic course i.e. has been unable to clear / pass every subject of the course successfully, to be eligible for the award of a valid degree.

Termination of employment and consequences of termination shall be governed by the applicable clauses as contained in the employment agreement that you will be required to sign on the Date of Joining.

**General:**

This letter shall be construed to be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time prior to the Date of Joining. This Offer Letter is subject to a successful completion of the hiring process, which includes execution of the standard non-disclosure and inventions assignment agreements and execution of the appointment letter/contract of employment between you and the Company and any other documents as requested by Company as and when required.

You are bound to abide and adhere to the policies, rules and regulations enforced by the company from time to time including those related to conduct, discipline, benefits, salary review, retirement and any other matters as though these rules, regulations and orders were a part of the agreement. Such policies rules and regulations may be subjected to alteration and amendment at the discretion of the management.

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## **Mu Sigma Business Solutions Private Limited**

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CIN: U74140KA2005PTC036309



Mu Sigma

**Governing law:**

This Contract shall be governed, interpreted and enforced by and in accordance with the laws of India.

**Acceptance of our offer:**

This offer letter supersedes any prior offer letters or employment agreements you might have received from Mu Sigma. Please acknowledge your acceptance by signing below. We look forward to welcoming you to Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

*Deepa S. Mahesh*

Deepa S Mahesh  
Global Head Strategic Hiring  
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

**Declaration**

I have carefully read and understood the terms of this agreement /offer letter including all the annexures and accept the same unconditionally. I agree to be bound by rules and regulations of the company as may be amended from time to time.

Agreed to and accepted:

SAANIDHYA SRIVASTAVA

Candidate name

*Saanya*

Signature

25<sup>th</sup> April, 2019

Date

**Mu Sigma Business Solutions Private Limited**

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Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

**Annexure 1**

**Mu Sigma Decision Scientist Certification Program**

As a Mu Sigma employee, you are eligible and required to participate in the Mu Sigma Decision Scientist Certification Program, which is offered through Mu Sigma University (MSU), Mu Sigma's training arm. The certification program aims to create well-rounded Decision Scientists by imparting the requisite training in Business, Applied Math, Technology and Behavioral Sciences. At the time of joining you will be uncertified and designated as a **Trainee Decision Scientist**. It is mandatory for you to acquire the requisite certifications to move to the next designation in a time frame as shown below:

Designation	Certification Period Window	Certification
Decision Scientist	Between 18-24 months from DOJ	Decision Scientist – Beginner
	Between 33-42 months from DOJ	Decision Scientist –Practitioner
Apprentice Leader	Beyond 42 months	Decision Scientist – Manager

Please note that your compensation is not linked with the certification and promotion while you are on the fixed career track.

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**Mu Sigma Business Solutions Private Limited**

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CIN: U74140KA2005PTC036309



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## Annexure 2

TOTAL COMPENSATION BREAKUP (in INR)					
SI No	Particulars	Per Annum	Per Annum	Per Annum	CTC over 3 jumps
1	Basic Pay	148,500			
2	HRA	59,400			
3	Conveyance	19,200			
4	Special Allowance	85,080			
5	Employer's Contribution to PF*	17,820			
	<b>Total compensation</b>	<b>330,000</b>			
	<b>1<sup>st</sup> Compensation Revision</b>				
1	Basic pay		222,750		
2	HRA		89,100		
3	Conveyance		19,200		
4	Special Allowance		142,350		
5	Employer's Contribution to PF*		21,600		
6	Variable pay		55,000		
	<b>Total Compensation</b>		<b>550,000</b>		
	<b>2<sup>nd</sup> Compensation revision</b>				
1	Basic pay			293,625	
2	HRA			117,450	
3	Conveyance			19,200	
4	Special Allowance			200,625	
5	Employer's Contribution to PF*			21,600	
6	Variable pay			72,500	
	<b>Total Compensation</b>			<b>725,000</b>	
	<b>Advance Salary**</b>				<b>500,000</b>
	<b>Total Compensation (over three jumps)</b>				<b>2,100,000 ***</b>

- Your special allowance component also comprises of FBP (Flexi Benefit Plan).
- You should be on the rolls of the company at the time of the payout to be eligible for performance based variable Pay. You would not be eligible for this payout if you have resigned/exited or serving notice.
- Compensation revision is applicable as per the defined organization timelines.

\* PF amount mentioned may differ based on nationality as per governing laws.

\*\* You shall execute and comply with the conditions mentioned in the Salary Advance Agreement

\*\*\* Over three jumps, the total CTC will be at least INR 21 lakhs

## Mu Sigma Business Solutions Private Limited

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Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

**Annexure 3**

**Documents required at the time of joining**

We request you to submit two copies of the following documents:

- a. All educational certificates including mark sheets in full
- b. ID proof / Address proof: Passport & / Driver's license / Election ID Card
- c. Aadhaar Card
- d. Particulars of blood group and any medical allergies
- e. Recent passport sized photographs (four nos)
- f. Copy of PAN Card.

The Company reserves the right to request for any additional documents to be submitted along with the above on the Date of Joining or at any time during the term of employment

Please report on your date of joining at **9.30 A.M.** at the below mentioned address:

**Mu Sigma Business Solutions Pvt. Ltd.**

**10th Floor, Aviator Building Ascendas – ITPB SEZ,**

**Whitefield road, Bangalore - 560066.**

In case of any queries or questions you can reach out to:

- Contact Person : Shivam Mantry
- Email id : [campus\\_india@mu-sigma.com](mailto:campus_india@mu-sigma.com)
- Contact No. : 7795779901

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## **Mu Sigma Business Solutions Private Limited**

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CIN: U74140KA2005PTC036309



11<sup>th</sup> Jan 2019

**BIL-NOI/HR/COL/3033**

**Sarthak Vijayvergiya**  
**# 71/295-A, Opposite K.V.No - 5 Street,**  
**Mansarovar, Jaipur, Rajasthan**

**Sub: Conditional Offer Letter for participating in a training program with Bhilwara Infotechnology Ltd**

**Dear Sarthak,**

Please refer to your application and the subsequent discussion with us, we are pleased to inform you that you have been selected to undergo a training program with **Bhilwara Infotechnology Ltd** in short (**BIL**).

This technical & communication batch wise training will be provided by BIL for duration of 45 to 60 working days, “free of charge” and similarly BIL shall not be paying any “stipend” during the training period.

On successful completion of the training program, BIL and its end customer would conduct tests and interviews based on certain parameters approved by our client. Candidates who clear the tests and interviews conducted by BIL and its clients will be considered for an employment with BIL at its client’s location.

The successful Candidates will be offered permanent on-roll job with all benefits as per the policies of BIL. In such case an Appointment letter will be issued and the terms of the appointment letter will be applicable during employment period.

The Selected candidates will be given an opportunity to work on the rolls of BIL at our client location and will be paid a **Gross salary of Rs.180,000/-Per Annum (One Lakh Eighty Thousand Only) on a cost to the company basis** and your initial posting can be at our customer locations in any major cities across India. The above mentioned annual salary includes all perks and allowances.

This Conditional offer for participating in the training program will be specifically on the following terms and conditions.

1. You acknowledge that you are a Graduate from a recognized institute & all the details as per your Resume/CV and application for employment are true to the best of your knowledge. You understand & acknowledge attending the **FREE** Training Scheme (Hire-Train-Deploy) as prescribed by the company starting from post completion of your BTECH 8th SEM /Graduation Final year exams. Your final joining

- shall however depend on your passing BTECH/graduation with desired percentage of marks, as applicable as per BIL policy. You acknowledge that the training period is for a period of 45 to 60 working days at the Company's premises located at **Noida**.
2. You acknowledge that there shall not be any payment of stipend, salary, remuneration or any reimbursements of expenses during the training period. The training will be Free of Cost and shall be conducted at BIL Noida office and would commence from **01-07-2019**.
  3. You acknowledge the purpose of the training scheme is to impart skills and information to enable you to specialize in the relevant field of Training and to equip you to be sufficiently competent to participate in the evaluation test to be conducted by BIL or its clients after the completion of the training course.
  4. You acknowledge that at the end of your Training period, the Company shall assess your suitability for appointment with the Company by way of Evaluation Tests as schedule & required for the fitment of the offered position, which will be in the form of a verbal/written/online test. Such Evaluation Test shall be conducted by the Company & its clients to assess knowledge and skill acquired by you during the Training/Course. Upon final selection for projects, your posting/work location can be anywhere in India.
  5. You acknowledge that in the event of your acceptance of Company's offer of appointment, you will work with BIL for a minimum period of 6 months.
  6. You acknowledge that upon successful completion of your training period, you shall not apply for any posting/interviews other than Bhilwara or its client's interview till the completion of Evaluation Tests.
  7. You acknowledge that your initial posting will be on a project at our customer location. During the employment with the company you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/Group Companies whether anywhere in India or abroad.
  8. You acknowledge that in the event the Company finds that you have failed to meet the standards/norms fixed by the company in the Evaluation Test/failed to complete the Test/Interview, the Conditional Offer Letter will remain cancelled automatically and no placement/any other request will be entertained.
  9. You acknowledge that in case you drop out of the training session or have been found to behave in a manner inconsistent with the terms and policies or if the management comes to the conclusion that you have committed any misconduct /unacceptable behavior/unsatisfactory performance/misbehave with colleagues/ under influence of drugs or alcohol during the training session or in possession of inappropriate materials, The management may dismiss you from the Training/Company with immediate effect not withstanding other terms and conditions mentioned.
  10. You acknowledge that during the training period you shall devote your whole time for the effective utilization of the training being imparted and you shall not be

- employed or engaged in any business activity or profession either as proprietor or partner or as a director or as an employee of any concern, firm or Company as the case may be without the written consent of the Company.
11. You acknowledge that all documents, plans, drawing, photo prints, reports, statements, correspondence, etc. and also information and instructions that pass through you or come to your knowledge during your training shall be treated as absolutely confidential. You would also be required to sign a NON Disclosure Agreement as per annexure attached.
  12. You acknowledge that you will ensure to keep secret all such confidential matters including papers, plans, documents, etc. and shall not divulge or pass over the same to anyone.
  13. You acknowledge that any inventions worthy or unworthy of being protected as patents that are made by you during your training period with the Company will be entirely at the disposal of the Company which will have the absolute rights over the same.
  14. You acknowledge that the Company shall not be responsible for any interruption in the training due to causes beyond the control of the Company. In case of your failure / neglect to complete the training or failure in the Evaluation Test for employment conducted by the Company and its client, the Company shall neither be responsible nor will provide assurance of employment on BIL rolls.
  15. You acknowledge that you shall not at any time after the termination of your employment, represent yourself as being in any way connected with or interested in the business of the Company.
  16. You acknowledge that the below stated is your name and signature and you will abide by the terms and conditions set down in this Conditional Offer.

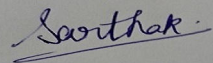
Please sign the duplicate copy of this letter and the Confidentiality Agreement and return the same to us in token of your acceptance of the terms and conditions stipulated therein.

We welcome you to LNJ Bhilwara Group and wish you all the best in your career with us.

**For Bhilwara Infotechnology Ltd**

**Indramohan Nair**  
**Chief Executive**

**Accepted By**



**(Name of the Employee)**  
**Aadhar No:**



**DEKRA (India) Pvt. Ltd.**

Muskaan Complex  
Plot No. 3, B-2, Vasant Kunj  
New Delhi - 110 070. INDIA  
Phone: +91 11 26136979  
Fax : +91 11 26135979  
Email : info-in@dekra.com  
CIN : U74999DL2002PTC185734

**Offer Letter**  
**CONFIDENTIAL**

**Mr. Shaktipal Singh Deora**  
**JK Lakshmi Pat University**  
**Jaipur,**

**November 1, 2018**

**Dear Mr. Deora,**

With reference to the interview and the interactions you had with our Director Mr. Jitendra Kumar on October 25, we are pleased to offer you an internship in our company followed by appointment as a Consulting Engineer as per the terms and conditions below:

1. **Internship:** You will initially be appointed as an Intern from 1<sup>st</sup> January 2019 for a period of 5 months till 31<sup>st</sup> May 2019
2. **Commencement of employment:** Subject to satisfactory performance during your internship and clearing your final exams you will be appointed as a Consulting Engineer at DEKRA (India) Pvt Ltd., after your results are declared. Please note that till such time your final results are not declared and documentary proof thereof in the form of mark-sheets and other relevant documents from your institute are not received by us you will continue to work as an intern.
3. **Duties and responsibilities:** You will presently be working at our office in Delhi Office and will do all acts and things to maintain and carry on the business of the Company according to the company's policies and regulations. You will work as per the guidance and directions given to you by your HOD and supervisors.
4. **Salary and Benefits:**

**During internship:** During your internship commencing from 1<sup>st</sup> January 2019 you will be paid an internship of Rs 28,000/- per month. No other financial benefits will accrue to you during this period. You will however be eligible for casual leave of 3 days during this period.

**As a Consulting Engineer:** Post a successful internship you will be appointed as a Consulting Engineer in the Process Safety team and will be paid an annual Salary of Rs 3,35,000/- inclusive of employer contribution to Provident Fund. This includes Diwali Payment (Rs 13,400/-) that will be paid on pro-rata to your length of service with us. Please note that Diwali Payment will not be payable if you leave your services in the company before Diwali. In addition to the salary, an annual Performance Incentive shall be paid subject to personal performance and



**DEKRA (India) Pvt. Ltd.**

Muskaan Complex  
Plot No. 3, B-2, Vasant Kunj  
New Delhi - 110 070. INDIA  
Phone: +91 11 26136979  
Fax : +91 11 26135979  
Email : info-in@dekra.com  
CIN : U74999DL2002PTC185734

achieving the annual targets by the company. Your salary will be reviewed annually in the month of April as per company policy.

5. **Office Timing:** DEKRA operates on a flexi working hour scheme of 30 mins from Monday to Friday 9.00 AM to 5.45 PM.

If the above offer is acceptable to you, please return to us a duplicate copy of this offer letter duly signed as a token of your acceptance along with your date of joining. The detailed appointment letter appointing you as a Consulting Engineer will be issued to you post the internship period and your clearing the final examinations.

This offer letter is valid for 10 days from the date of issue and shall stand cancelled if not accepted within this period. If you have any questions please feel free to contact the undersigned.

Congratulations on your appointment and we look forward to having you on board.

Yours truly,

**For DEKRA (India) PRIVATE LTD.**

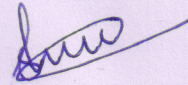


**Ronjoy Rajkhowa**

**General Manager**

I, **Shaktipal Singh Deora** accept the position of Intern/Consulting Engineer with DEKRA (India) Pvt Ltd, as stated above and will join my duties on 01/01/2019

Signature:



Name:

**Shaktipal Singh Deora**

Date:

**02/11/2018**



11<sup>th</sup> September, 2018

To,  
Mr. Snahil K Indoria  
JK Lakshmipat University  
Jaipur.

**Subject: Offer Letter**

Dear Snahil,

We are pleased to offer you the position of '**Associate Consultant Functional**', with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before 13<sup>th</sup> May, 2019.

The details of your offer are as follows:

**LOCATION**

Your base location will be Ahmedabad, India. The company may require you to work at client sites in India and abroad. The company will seek to give you reasonable notice of extensive travel requirements and to take into account your personal circumstances where appropriate.

**COMPENSATION**

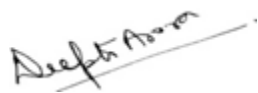
Your annual CTC will be **INR 3,20,004 Per Annum (INR Three Lakhs Twenty Thousand and Four Only).**

**OTHER BENEFITS**

You will be eligible for the following additional benefits.

**Onsite Allowance:** Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

**Accommodation:** You will be provided 15 days shared room accommodation in company's guest house Accommodation in Ahmedabad starting from your joining date. In case you extend your stay in the guest house accommodation, the same will be chargeable. And extension will be considered only on the bases of availability of the rooms. The Company will provide you a shared bedroom accommodation facility at all onsite locations.



Evolutionary Systems Pvt Ltd

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA.  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073

**Medical Insurance:** As per the company's policy you and your immediate family (i.e. spouse & unmarried dependent children) will be covered under our Medical Insurance Plan.

### **APPRAISAL & SALARY REVISION**

Our performance year is 1st June to 31st May. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in June 2020.

### **HOLIDAYS/LEAVES**

The leave year will be 1st April to 31st March. You will be entitled for 20 working days of leave in a year to be taken at the time mutually agreed between yourself and the management. The employees, whose base location is India, will be entitled for public holidays declared by the company. The employees, whose base location is outside India, will be entitled for all holidays applicable as per Evosys Regional Calendar where they are deputed. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

### **SERVICE AGREEMENT**

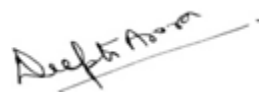
You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of joining.

### **PROBATION PERIOD**

Your appointment will be on a probationary basis for the first three months of your employment. Employment will be confirmed based on your performance and reviews during the training period.

### **NOTICE PERIOD**

You or the company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.



Evolutionary Systems Pvt Ltd

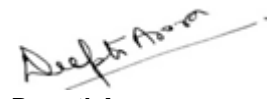
11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA.  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073

You will be provided with the detailed appointment letter/employment contract on the day of joining.

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to have you aboard

**For Evolutionary Systems Pvt. Ltd.**



**Deepti Arora**  
**Head - HR**

**ACCEPTANCE**

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

**Date:**

**Place:**

**Signature:**

**Evolutionary Systems Pvt Ltd**

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA.  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073

**Annexure -I**

**SALARY DETAILS**

Name:	Snahil K Indoria	
Designation:	Associate Consultant Functional	
<b>PARTICULARS</b>	<b>PER MONTH (INR)</b>	<b>PER ANNUM (INR)</b>
Basic Salary	11,490	1,37,880
HRA	5,745	68,940
India Allowance*	3,134	37,608
Other Allowance	2,988	35,856
Employee's Contribution to PF**	1,379	16,548
<b>Total Fixed Cash Compensation (A)</b>	<b>24,736</b>	<b>2,96,832</b>
Gratuity**	552	6,624
Employer's Contribution to PF**	1,379	16,548
<b>Total Fixed Non-Cash Compensation (B)</b>	<b>1,931</b>	<b>23,172</b>
<b>Total CTC (A+B)</b>	<b>26,667</b>	<b>3,20,004</b>

**NOTE:**

\* India allowance will be applicable during employee's stay in India. It will be discontinued whenever the employee is deputed onsite.

\*\* PF-Employee and employer PF is a part of CTC

\*\*\* Gratuity will be paid as per the Gratuity Law.



Evolutionary Systems Pvt Ltd

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Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073

## Annexure -II

### LIST OF DOCUMENTS TO BE SUBMITTED

1. Colored Passport Copy
2. Five copies of recent passport size photographs
3. Education Qualification Certificates (Graduation and Post Graduation)
4. Diving License copy
5. Relieving & Experience letter from Last Employer
6. Last two months' salary slip from Last Employer
7. PAN Card Copy
8. You are requested to submit a copy of passport & degree certificate on or before joining Evosys. It is a mandatory document and one of the important basis of your employment. It is the responsibility of the candidate to ensure that he/she has valid passport available all the time.

**Note:** You are requested to report to **Ms. Kanupriya Tripathi – Contact No. +91-79-6682-3312** at 10:00 am to complete the joining formalities at the below reporting address. At the time of joining, you are requested to submit the copies of the documents as per Annexure –II.

#### **Reporting Address:**

Evolutionary Systems Pvt. Ltd.  
11th floor, Kataria Arcade,  
Beside Adani Vidya Mandir School,  
Behind ADANI CNG Pump, S.G.Highway,  
Makarba – Ahmedabad – 380054.

If you have queries on any of the above, please contact **Bharat Dhaneshwari** on +91-9898-490-181.



Evolutionary Systems Pvt Ltd

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA.  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073



Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Sushane Mattoo,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

**CONFIDENTIAL**

11 March, 2019

Mr. Tanmay Ray,  
Jk Lakshmipat University,  
Jaipur

Dear Tanmay,

**Subject:** Offer Letter for Employment with Schoollog (a venture of TechTalisman Engineering Private Limited ) ("the Company")

Further to your interviews and discussions with us, we are pleased to offer you the position of **Business Development Executive** with the Company.

**I. PLACE OF WORK:**

Your principal place of work will be Jaipur. Although the company can send you to some other places for official work.

**II. COMPENSATION:**

Your CTC Offered shall be of Rs. 3 Lakhs Per Annum (2.16 Lakhs Fixed + 84 Thousand as Variables) from the date of joining. You will have to serve a probation period of 1 month from the date of joining.

**III. CONDITIONS PRECEDENT:**

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references
- (b) You're furnishing us with 2 passport size photographs.
- (c) You're providing us with a proof of your qualifications and identity.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. This letter is valid for a period of seven days following the date of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within seven days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.



We shall be very pleased to welcome you to Schoollog and hope that you will have a successful and rewarding career with Schoollog. I look forward to meeting you in due course.

Yours sincerely

Manoj Kumar  
**Co-Founder**  
Schoollog

**ACCEPTANCE**

I, \_\_\_\_\_ accept the offer of employment contained in this letter.

Date: .....

I would like to start my employment with Schoollog.

on: .....

Signed:..... Date:.....

# **eSPAN Infrastructure (I) Limited**

**Date: 30<sup>th</sup> April' 2019**

**Ref. No. Espan/Appointment/2019-20/002**

**Mr. Utpal Jhalani S/o Shri Makkan Lal Jhalani**

**A-6, Sagar City, Near Barala Hospital, Chomu, Jaipur – 303 702. (RAJASTHAN)**

**Phone: +91-75-685-89895**

**E-Mail : utpaljhalani@jklu.edu.in/utpalijhalani1@gmail.com**

## **Letter of Appointment**

**Dear Mr. Utpal Jhalani,**

With reference to your application and subsequent interview you had with us on **26<sup>th</sup> April' 2019**, we are pleased to appoint you as **"Site Engineer (Civil Electrical)" w.e.f. 05<sup>th</sup> May'2019** in M/s Espan Infrastructure (I) Limited an EPC Company.

All other details regarding your employment, including letter of appointment will be provided to you at the time of your joining the organization.

We request you to please sign and return the duplicate or E-mail of this letter in acceptance of the "Appointment" for the mentioned position.

As discussed, you are advised to join this office at **9.30 AM on/before 05<sup>th</sup> May'2019**, at the following address: -

**Mr. Saksham Verma (Project Co-Ordinator)-Mobile No.+91 7447444426/+91 94-107-30235**

**Mr. S.N. Bharti (Project Manager), Mobile No. +91 94-127-10604/+91 94-117-47946**

**Site Address: Saknidhar, Post Bachelikhal, Devprayag Road, Uttrakhand.**

The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Documents pertaining to Academic Records-Xerox Copies of Certificates
2. Passport Size Photographs
3. Proof of identity i.e. PAN card, Driving license, Aadhar Card.
4. Bank Account Details.

**Page 1 of 2**



**eSPAN Infrastructure (I) Limited**

**Corp. Off.: B-7, Sector-36, NOIDA-201 303, (U.P), T: 0120-4739 777**  
**Regd. Off.: B-405, Nirman Vihar, DELHI-110 092, T: 011-2250 0247**

**CIN : U45400DL2011PLC218413 email: info@espaninfra.com**

# **eSPAN Infrastructure (I) Limited**

Please note that following expenses paid by company

- 1) Travelling Allowance shall be paid for joining duty at **Devprayag (Uttarakhand)**
- 2) Food, Guest House/Bachelor Accommodation including Electricity, Water to be provided by Organization.

We look forward to your joining our team. We are sure that you will have bright career in this organization.

We take this opportunity to welcome you and your family into the folds of our company.

With Best Wishes,

For on Behalf of M/s Espan Infrastructure (I) Ltd.

**Sagar Verma**  
(Director)





**Mr. Vishal Gupta**  
Bangalore  
Email ID:vishalgpt19@gmail.com  
Phone: +91-8107396960

Date: 12th Dec 2018

Dear Vishal,

Greetings from **Hashedin Technologies!**

We are pleased to offer you an appointment for Internship with a joining date as of 16th Jan 2019 till Aug 2019 with Hashedin Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.16,000/- per month (Rupees Sixteen Thousand). Over that, you will get benefits like health insurance, flexible timing and home-like meals direct from Hashedin kitchen.

This will be followed by a job offer of **DevOps Analyst** at **Band 7** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 5,70,000/-** (Rupees Five Lakhs Seventy Thousand Only). You can refer to the following table for breakup.

CTC Breakup	Amount
Fixed Component	INR 4,20,000
Variable Performance Bonus upto	INR 70,000
Joining Bonus *INR 30,000 – Payable with 1st month salary in Aug 2019 **INR 50,000 – Payable with 12th month salary in Aug 2020	INR 80,000
<b>Total Cost to Company</b>	<b>INR 5,70,000</b>

\* First joining bonus is paid in the 1<sup>st</sup> year with 1<sup>st</sup> month salary. \*\* Second bonus is paid at the end of the first year with 12<sup>th</sup> month salary. If the candidate does not complete 1 year from the date of payment, the joining bonus amount is to be returned and will be adjusted in full and final settlement.

We are committed to providing you with suitable training, mentoring and support to prepare you to enter and succeed in the target position. Your performance will be evaluated on a half yearly basis.

We are confident you will be able to make a significant contribution to the success of our company and look forward to getting you on board soon.

Please confirm your acceptance by signing and sending a scanned copy by 5 PM tomorrow.

**Employee**

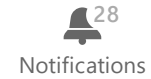
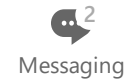
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**Vishal Gupta**  
Intern

**Hashedin Technologies Pvt. Ltd.**

( )

**Thanmayi Devaladakere**  
Human Resources  
#459, 17<sup>th</sup> cross, 14<sup>th</sup> main,  
HSR Layout, Sector 4,  
Bangalore – 560102



Try Premium for 1 Month



**Devjyoti Gupta** · 2nd  
Nayara Energy  
Jaipur, Rajasthan, India · [Contact info](#)

241 connections



You both know Vishal Gupta, Karan Gupta and 11 others

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experienced Assistant Manager with a demonstrated history of working in the oil & energy industry. Skilled in Matlab, Microsoft Office, Microsoft PowerPoint, Leadership, and Team Management. Strong professional graduated from J.K. Lakshampat University.

## Activity

239 followers

Posts Devjyoti created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



### Assistant Manager / Feild Operator

Nayara Energy · Full-time

Jul 2019 – Present · 1 yr 11 mos

Jamnagar, Gujarat, India

Operations



### Project Engineering Intern

Petrofac · Internship

Jan 2019 – Jul 2019 · 7 mos

Gurgaon, India



### Intern

Indian Oil Corporation Limited

Jun 2017 – Jul 2017 · 2 mos

Vadodara, Gujarat, India

1 month trainee.



Pe



**Naman Choubey**

Campus Ambassador at Viral Fission



Messaging 2



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### J.K. Lakshnapat University

Bachelor of Technology - BTech, Chemical Engineering, 7.9  
2015 – 2019



### St. Paul's Senior Secondary School

XI - XII, High School  
2013 – 2014



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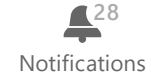
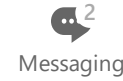
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Try Premium for 1 Month



**Kunika Verma** · 2nd  
MTech student at NIT Warangal  
Jaipur, Rajasthan, India · [Contact info](#)

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Tech Consultant at JumpGrowth

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BIM Modeller | Analyst - Engineering  
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**Som Durgesh Gupta** · 2nd



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## Experience



### Intern

Airports Authority of India

Jan 2019 – May 2019 · 5 mos

New Delhi Area, India

### Summer Trainee

Central testing laboratory, AVVNL, Ajmer

May 2017 – Jun 2017 · 2 mos

Ajmer, Rajasthan, India

Worked as a trainee, performed various tests on transformers and cables as per Indian Standards.

## Education

### NIT warangal

Master of Technology - MTech, Smart electric grid

2020 – 2022

### J.K Lakshmipat University

BTech - Bachelor of Technology, Electrical and Electronics Engineering

2015 – 2019

## Skills & endorsements



**Naman Choubey**

Campus Ambassador at Viral Fission

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Team Management

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## Interests



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CEO at Microsoft  
9,037,009 followers



**Honeywell**

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**Solar Power World**

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**Energy Professionals**

126,182 members



**Energy Transition in Emerging Economies**

6,726 members

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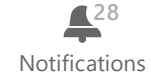
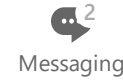
Jobs

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**Kunika Verma** · 2nd  
MTech student at NIT Warangal  
Jaipur, Rajasthan, India · [Contact info](#)

172 connections



You both know Pradeep Sharma, Vishal Gupta and 14 others

Connect

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Airports Authority of India

NIT warangal

## People and pages related to Kunika

[See all](#)



**Vistara - TATA SIA Airlines Ltd.**  
Page • Airlines/Aviation  
250,966 followers

Follow



**International Air Transport Association (IATA)**  
Page • Airlines/Aviation  
542,345 followers

Follow



**Aviation**  
Page • Air  
108,734 followers



## People also viewed



**Anukriti Ojha** · 2nd  
HR enthusiast with an experience of  
interning with 4 companies | Writer |...

Connect



**Bhawana M.** · 2nd   
Tech Consultant at JumpGrowth

Connect



**Yash Mathur** · 2nd  
BIM Modeller | Analyst - Engineering  
Design | Mechanical Engineer | Data...

Connect



**Som Durgesh Gupta** · 2nd



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7

2

Home

My Network

Jobs

Messaging

Noti

Posts Kunika created, shared, or commented on in the last 90 days are displayed here.

See all activity

## Experience



### Intern

Airports Authority of India

Jan 2019 – May 2019 · 5 mos

New Delhi Area, India

### Summer Trainee

Central testing laboratory, AVVNL, Ajmer

May 2017 – Jun 2017 · 2 mos

Ajmer, Rajasthan, India

Worked as a trainee, performed various tests on transformers and cables as per Indian Standards.

## Education

### NIT warangal

Master of Technology - MTech, Smart electric grid

2020 – 2022

### J.K Lakshmipat University

BTech - Bachelor of Technology, Electrical and Electronics Engineering

2015 – 2019

## Skills & endorsements



**Naman Choubey**

Campus Ambassador at Viral Fission

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My Network

Jobs

Messaging

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Microsoft PowerPoint

Team Management

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## Interests



**Infosys**

4,042,136 followers



**Satya Nadella** 

CEO at Microsoft  
9,037,009 followers



**Honeywell**

1,885,477 followers



**Solar Power World**

4,686 members



**Energy Professionals**

126,182 members



**Energy Transition in Emerging Economies**

6,726 members

See all



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7

2

Home

My Network

Jobs

Messaging

Noti



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Home



My Network



Jobs



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Work

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**Shubham Jain** · 2nd

Cinematographer

Noida, Uttar Pradesh, India · [Contact info](#)

333 connections



You both know sheetal mundra, Vishal Gupta and 13 others

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**Open to work**

Cinematographer, Lighting Camera Operator, Assistant Director, Freelance Filmmaker and Independent Filmm...



## Activity

334 followers

Posts Shubham created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)



MensXP

Asian Academy of Film and  
Television

Ad ...

Paving way for India's sustainable growth with eco-friendly products.



Powering India's Sustainable Future

[Follow](#)

## People also viewed

**Sohan Khan Nur** · 3rd+

Cinematographer

[Message](#)



**Rajeevan Nithiyananthan** · 3rd

Cinematographer

[Connect](#)



**Paul Jassal** · 3rd+

Cinematographer

[Message](#)



**Vishal Sharma** · 3rd

Cinematographer | Focus Puller



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10

2

Home

My Network

Jobs

Messaging

Noti

**Camera Assistant**

MensXP · Freelance

Dec 2020 · 1 mo

Gurugram, Haryana, India

**Education****Asian Academy of Film and Television**

Post Graduate Diploma, Cinematography

2019 – 2020

**JK LAKSHMIPAT UNIVERSITY**

Graduate, Bachelor in Business Administration

2016 – 2019

**Daffodils Public School**

12th Pass, Mathematics

1999 – 2015

**Licenses & certifications****Creating a Short Film: 07 Cinematography**

LinkedIn

Issued May 2021 · No Expiration Date

**Learning Video Production and Editing**

LinkedIn

Issued Apr 2021 · No Expiration Date

Pe



Technologies

Connect

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10

2

Home

My Network

Jobs

Messaging

Noti

Issued Apr 2021 • NO Expiration Date

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Messaging 2





10

2

Home

My Network

Jobs

Messaging

Noti



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Home



My Network



Jobs



Messaging



Notifications



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Work

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Aadesh Jain

teachical CRM at ZNet Technologies Private Limited

More

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Aadesh Jain · 2nd

teachical CRM at ZNet Technologies Private Limited

Jaipur, Rajasthan, India · [Contact info](#)

428 connections



You both know Vishal Gupta, Umesh Gupta and 19 others

Connect

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ZNet Technologies Private Limited

j k lakshmipat university

People and pages related to Aadesh

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Wipro Limited

Page · Information Technology &...  
4,036,464 followers

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Infosys

Page · Information Technology &...  
4,042,187 followers

Follow



LTI - Larsen & Toubro

Page · Information Technology &...  
977,532 followers



People also viewed



Shubham Garg · 3rd

Business Operations Executive at ZNet Technologies Private Limited

Message



HIMANSHU CHOPRA · 2nd

Assistant Manager At ZNet Technologies

Connect



Pinki Baid · 3rd

ZNet Technologies Private Limited

Message

Lipika Tak · 3rd

Senior Content Writer at ZNet Technologies



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7

2

Home

My Network

Jobs

Messaging

Noti



**Aadesh Jain**

teachical CRM at ZNet Technologies Private Limited

Mo

[See all activity](#)

## Experience



### teachical CRM

ZNet Technologies Private Limited · Full-time

Jul 2019 – Present · 1 yr 11 mos

Jaipur Area, India



### Internship Trainee

ZNetLive

Jan 2019 – Present · 2 yrs 5 mos

Jaipur Area, India



### Intern

Sify Technologies Limited.

Apr 2017 – May 2017 · 2 mos

Jaipur, Rajasthan, India

## Education

### j k lakshmipat university

Bachelor of Technology (B.Tech.), cse

2015 – 2019

### Global public school

12th, Science

2000 – 2014

Pe



Campus Ambassador at Viral Fission

[Connect](#)

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Home

My Network <sup>7</sup>

Jobs

Messaging <sup>2</sup>

Noti



**Aadesh Jain**

teachical CRM at ZNet Technologies Private Limited

Mo



Messaging <sup>2</sup>



7

2

Home

My Network

Jobs

Messaging

Noti



**Aadesh Jain**

teachical CRM at ZNet Technologies Private Limited

Mo



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Home



My Network



Jobs



Messaging



Notifications



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Work

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Get online with a domain. - You've got a vision. Get a GoDaddy domain to bring your idea to the world. Ad ...



**Akash DEEP** • 2nd

Student at JK LAKSHMIPAT UNIVERSITY

Agra, Uttar Pradesh, India · [Contact info](#)

164 connections



You both know DR. MILIND THOMAS, Vishal Gupta and 9 others

Connect

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TAC Security

JK LAKSHMIPAT UNIVERSITY



### People also viewed



**abhishek gayari** • 2nd

Quality Control Engineer at Maxim SMT Technologies Pvt Ltd

Connect



**HITANSHU SINGH** • 2nd

Student at JK Lakshmipat University, Jaipur

Connect



**Devendra Danodia** • 2nd

Learner | Thinker | Believer | Meliorist

Connect



**Pranjal Tripathi** • 2nd

Business Analyst & RPA Developer at



Messaging 2

### People and pages related to Akash

[See all](#)



**Unreal Engine**

Page • Computer Software  
192,075 followers

Follow



**Ubisoft**

Page • Computer Games  
741,535 followers

Follow



**Activision**

Page • Entertainment  
282,080 followers

Follow



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Jobs

Messaging

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Posts Akash created, shared, or commented on in the last 90 days are displayed here.

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## Experience



### Game Developer

TAC Security

Aug 2020 – Present · 10 mos

Sahibzada Ajit Singh Nagar, Punjab, India

### Game Developer

Nescant Info Systems Pvt. Ltd.

Jan 2020 – Present · 1 yr 5 mos

Delhi Area, India



### Trainee

Hugh Technolabs Pvt Ltd.

Apr 2019 – Sep 2019 · 6 mos

Jaipur Area, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Computer Science

2015 – 2019

## Skills & endorsements

Pe



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Messaging 2



7

2

Home

My Network

Jobs

Messaging

Noti

Unity

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7

2

Home

My Network

Jobs

Messaging

Noti



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Home



My Network



Jobs



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Notifications



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**Anushka Sethi** · 2nd

Business Development Executive at ESP 360 Degree

Gurgaon, Haryana, India · [Contact info](#)

500+ connections



You both know Pradeep Sharma, Vishal Gupta and 15 others

Connect

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ESP 360 Degree

JK LAKSHMIPAT UNIVERSITY

## Activity

574 followers

Posts Anushka created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



## People also viewed



**Aarushi Batra** · 2nd

Student at JK LAKSHMIPAT UNIVERSITY

Connect



**Sakshi Kothari** · 2nd

Student at JK LAKSHMIPAT UNIVERSITY

Connect

**Karan Singh Chettri** · 3rd

Founder and CEO ESP 360 Degree.

Connect



**Isha Narolia** · 2nd

PGIDS student in Pearl Academy



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10

2

Home

My Network

Jobs

Messaging

Noti

May 2019 – Present · 2 yrs 1 mo  
Gurgaon, India

**Intern**

Star Fing

May 2018 – Jul 2018 · 3 mos  
Hyderabad, Telangana, India

## Education

**JK LAKSHMIPAT UNIVERSITY**

Bachelor of Business Administration, Business Administration and Management, General  
2016 – 2019

## Licenses & certifications

**Anchoring**

JK Lakshmipat University, Jaipur  
Issued Apr 2017 · No Expiration Date

**Art of Living**

Art of Living  
Issued Jul 2016 · No Expiration Date

**Yuva Program**

Confederation of Indian Industry  
Issued Jul 2016 · No Expiration Date

## Skills & endorsements

Pe



Associate Data Scientist at Celebal  
Technologies

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10

2

Home

My Network

Jobs

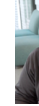
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Noti

Social Media

Fiction Writing

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10

2

Home

My Network

Jobs

Messaging

Noti



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Home



My Network



Jobs



Messaging



Notifications



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Ashmita Yadav  
MBA | Finance | SBUP

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Ashmita Yadav · 2nd  
MBA | Finance | SBUP  
Siliguri, West Bengal, India · [Contact info](#)

181 connections



You both know Umesh Gupta, Kartikay Sharma and 6 others

Connect

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Open to work  
Finance Intern roles



Sri Balaji University,Pune

Ad

Paving way for India's sustainable growth with eco-friendly products.



Powering India's Sustainable Future

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### People also viewed



Vedant Rathi · 3rd  
MBA Finance || BMS Finance

Message



Palak Gang (Jain) · 3rd  
MBA | Finance | SBUP | SG Analytics - Intern  
| Tree Hugger | An avid learner, digging fo...

Message

Silphy Peter · 3rd  
MBA in Balaji University, Pune

Message



Dheeraj Chhabra · 3rd  
MBA Marketing Aspirant Class of 2020-2022



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10

2

Home

My Network

Jobs

Messaging

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**Ashmita Yadav**

MBA | Finance | SBUP

Mo

[See all activity](#)

## Education

**Sri Balaji University, Pune**

Master of Business Administration - MBA, Finance

2020 – 2022

**JK LAKSHMIPAT UNIVERSITY**

Bachelor of Commerce - BCom, Accounting and Business/Management

2016 – 2019

## Skills & endorsements

Team Coordination

Communication

Team Motivation

[Show more](#)

## Interests

**Federal Bank**

157,129 followers

**Norwest Venture Partners**

20,321 followers

**Deep Contractor**

Associate Data Scientist at Celebal Technologies

[Connect](#)

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10

2

Home

My Network

Jobs

Messaging

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**Ashmita Yadav**

MBA | Finance | SBUP

Mo



**Nestlé**

11,877,394 followers



**Bajaj Auto Ltd**

747,450 followers

See all



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10

2

Home

My Network

Jobs

Messaging

Noti



**Ashmita Yadav**

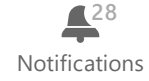
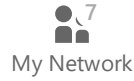
MBA | Finance | SBUP

Mo



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**Bhawana M.** · 2nd

Tech Consultant at JumpGrowth

Amsterdam, North Holland, Netherlands · [Contact info](#)

500+ connections



You both know Pradeep Sharma, Vishal Gupta and 12 others

Connect

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JumpGrowth



### People also viewed



**Jai Vardhan Singh Jadaun** · 2nd  
Student at JK LAKSHMIPAT UNIVERSITY

Connect



**Naman Dhingra** · 2nd  
RHCoE (Ansible, Ceph, Security: Linux) |  
RHCE | RHCSA | RHEL8 | DevOps | Cloud |...

Connect



**Karan Sharma** · 2nd  
Team Leader at WhiteHat Jr

Connect



**Kunika Verma** · 2nd  
MTech student at NIT Warangal



Messaging 2

### People and pages related to Bhawana

[See all](#)



**Sumaira HR**  
HR Consultant  
1,439,991 followers

Follow



**Fresher Jobs**  
Page • Human Resources  
845,812 followers

Follow



**CompuT**  
Page • Int  
519,169 fo

Follow



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Jobs

Messaging

Noti

I'm Bhawana and get my energy from transformation projects where I'm keen to deliver maximum value for your business.

By listening, questioning, and understanding your strategic goals, we create a realistic plan to start, structure, and/or scale.

[... see more](#)

## Activity

1,338 followers

Posts Bhawana created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



### Tech Consultant

JumpGrowth · Full-time

Mar 2021 – Present · 3 mos

Amsterdam, North Holland, Netherlands

JumpGrowth isn't your ordinary software development company, we are obsessed with customer service and process efficiency. JumpGrowth provides world-class app development services with deep domain understanding across the web and mobile platforms.

Here are our services:

a. Technology Consulting & Mentoring

b. UI & UX Design

[...see more](#)

### Business Consultant

Adreno Technologies

Jan 2020 – Mar 2021 · 1 yr 3 mos



### Business Consultant

Blue Eagle Infotech pvt. ltd

Pe



Campus Ambassador at Viral Fission

[Connect](#)[Show more](#)

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7

2

Home

My Network

Jobs

Messaging

Noti

**Intern**

Airports Authority of India

Jan 2019 – May 2019 · 5 mos

New Delhi Area, India

**Summer Intern**

Central Testing Laboratory Ltd.

Apr 2017 – Jun 2017 · 3 mos

Ajmer Area, India

**Education****JK Lakshmipat University, Jaipur**

Bachelor of Technology (BTech), Electrical engineering

2015 – 2019

**Maheshwari Public School, Ajmer**

Schooling

2012 – 2014

**Skills & endorsements**

Email Marketing

Proposal Writing

Linkedin Marketing · 1

Shikhar Singh has given an endorsement for this skill



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7

2

Home

My Network

Jobs

Messaging

Noti



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7

2

Home

My Network

Jobs

Messaging

Noti



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Home



My Network



Jobs



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Notifications



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**Chirag Bhatnagar** · 2nd  
Student at Singhania Law College  
Udaipur, Rajasthan, India · [Contact info](#)

140 connections



You both know sheetal mundra, Tanuj Kumar and 6 others

Connect

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Singhania Law College

## Activity

139 followers

Posts Chirag created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Education



## People also viewed



**Bhoomika Jain** · 2nd  
Management Trainee at HDFC AMC

Connect

**Aishwarya Kapoor** · 3rd  
Assistant executive- Accounts at Shriram Automall

Connect



**Bankat Vikhe** · 3rd  
Senior DevOps Engineer at Qualys

Connect



**Khelshankar Yadav** · 2nd  
A computer science engineering student at



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10

2

Home

My Network

Jobs

Messaging

Noti

2019 – 2022

**JK LAKSHMIPAT UNIVERSITY**

B.com Hons.

2016 – 2019

**Skills & endorsements**

Teamwork

Presentation Skills

Microsoft Office

Show more ▾

**Interests****Travart International**

325 followers

**Decathlon Sports India**

103,133 followers

**rural enlightenment agriculture developm**

12 followers

**JK Lakshmipat University, Jaipur**

2,084 followers

**Reliance Industries Limited**

2,252,643 followers

**LinkedIn News India**

2,723,243 followers

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Pe

**Deep Contractor**Associate Data Scientist at Celebal  
Technologies

Connect



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10

2

Home

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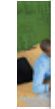
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Messaging

Noti



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10

2

Home

My Network

Jobs

Messaging

Noti



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Notifications



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**Krishna Verma** · 3rd

Senior Officer (Procurement) at JK Lakshmi Cement Ltd.

Delhi, India · [Contact info](#)

22 connections

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JK Lakshmi Cement Ltd.

J.K. LAKSHMIPAT UNIVERSITY

## Activity

23 followers

Posts Krishna created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



Senior Officer



## People also viewed



**Rachit Singodia** · 2nd  
Mechanical Engineer

Connect



**Vishnu Kant** · 3rd  
Assistant Engineer at SS FOOD INDUSTRY (BONN)

Message



**Nadeem Khan** · 2nd  
Mechanical Engineer at JK Paper LTD. Unit CPM

Connect



**Rohan Singh** · 2nd



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2

Home

My Network

Jobs

Messaging

Noti

## Education

### J.K. LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Mechanical Engineering

2015 – 2019



Pe



**Naman Choubey**

Campus Ambassador at Viral Fission

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7

2

Home

My Network

Jobs

Messaging

Noti



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7

2

Home

My Network

Jobs

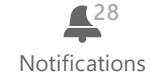
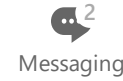
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**Milind Vyas** · 2nd  
Graduate Apprentice at Bosch India  
Jaipur, Rajasthan, India · [Contact info](#)

500+ connections



You both know DR. MILIND THOMAS, Vishal Gupta and 8 others

Connect

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Bosch India

JK LAKSHMIPAT UNIVERSITY

## People and pages related to Milind

[See all](#)



**Mahindra Group**  
Page • Automotive  
613,529 followers

Follow



**Bajaj Auto Ltd**  
Page • Automotive  
745,189 followers

Follow



**Volvo Group**  
Page • Automotive  
1,040,951 followers



## People also viewed



**Shilpi Swati** · 3rd  
Former Graduate Trainee at Bosch India

Message



**Gaurangi Saxena** · 3rd  
Senior Engineer at Bosch

Connect



**Prachi Kulkarni** · 3rd  
Procurement planner at Bosch India

Message



**ANIKET BABAR** · 3rd  
Graduate Trainee at Bosch India



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7

2

Home

My Network

Jobs

Messaging

Noti

- L-1 station upgradation on rebar injector line onto Siemens plc and HMI for controls and automation.
  - Controls upgradation of TEM machine onto Rexroth PLC and HMI.
  - Manpower handling and Coordination with other teams and department for smooth operation.
- L&T Electrical and Automation, Vadodara** | [www.larsentoubro.com/electrical-automation/](http://www.larsentoubro.com/electrical-automation/)
- Project Trainee, January to May 2019**
- PFMEA analysis was carried out showing the need for PCB wiring test kit for rework time reduction.
  - Reduced Rework time of Motorized mechanism used in MCCB by 15%.
  - Designed test kit for MCCB microprocessor-based PCB release card's long time (greater than 3ms) test.
- Jaipur Metro Rail Cooperation, Jaipur** | [www.transport.rajasthan.gov.in/jmrc](http://www.transport.rajasthan.gov.in/jmrc)
- Summer Intern, May to June 2017**
- Designed and developed a Metro fare calculation GUI using MATLAB 2014 in accordance with various operating time slots.
- Projects and Publication**
- Published a Titled "Development of GUI for Stochastic Performance Computation of Unbalanced Radial Feeder" research paper in International conference on Electrical, Computers, Communication, Mechanical and Computing (Sponsored by IEEE) Paper Code: 01-2018-1558, January 2018**
- Ten different types of parameters were used to calculate the loading pattern on IEEE 32 feeder.
  - Three GUI menus were developed to enhance user experience to calculate the outputs of the feeder.
- Bluetooth Home Automation System, March 2018**
- Arduino microcontroller was used to for processing and control signal.
- Speed Control of Shunt DC Motor using Arduino Micro-controller and Power MOSFET, December 2018**
- PWM technique was implemented while using Power MOSFET for switching operation.
- Certification**
- Basic Quality Tools, Bosch, July 2020**
- Gained knowledge about seven basic quality tools.
- FMEA Basic, Bosch, July 2020**
- Gained knowledge about failure mode and effect analysis.
- PLC Programming from Scratch, Udemy, May 2019**
- Developed PLC (Allen Bradley) programme for furnace with blower Automation.
- Python 3 Tutorial, Sololearn, February 2018**
- Learned the syntax and programming flow of python.
- Education**
- JK LakshmiPat University, Institute of Engineering and Technology, Jaipur**

Resume



Research paper certificate.JPG

Ten different types of parameters were used to calculate the loading pattern on IEEE 32 Feeder

## Activity

1,063 followers

Posts Milind created, shared, or commented on in the last 90 days are displayed here.

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7

2

Home

My Network

Jobs

Messaging

Noti



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2

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My Network

Jobs

Messaging

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Messaging 2



Home



My Network



Jobs



Messaging



Notifications



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**muskaan awasthi** · 3rd

Business Development Consultant at PlanetSpark

Kanpur, Uttar Pradesh, India · [Contact info](#)

9 connections

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PlanetSpark



Doon Business School

## About

Internship-

\*the max life insurance- 3 months

Sales and client management

... see more

## Activity

9 followers

Posts muskaan created, shared, or commented on in the last 90 days are displayed here.



## People also viewed

**Misha Paraswani** · 3rd+

Events Executive at Courtyard and Fairfield by Marriott

Connect



**misha paraswani** · 3rd

Counselor at Alchemist India

Connect



**Vikas Mishra** · 3rd

Front Office Executive at pullman and novotel new delhi aerocity

Message



**indranil pandey** · 3rd



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10

2

Home

My Network

Jobs

Messaging

Noti

## Experience



### Business Development Consultant

PlanetSpark · Full-time

Mar 2021 – Present · 3 mos

### Sales Manager

The leading solutions · Internship

Jun 2020 – Aug 2020 · 3 mos

Delhi, India



### Sales Manager

Max Life Insurance Company Limited · Internship

May 2018 – Jul 2018 · 3 mos

Kanpur, Uttar Pradesh, India

## Education



### Doon Business School

Master of Business Administration - MBA, Marketing

2019 – 2021

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Business Administration - BBA, Business Administration, Management and Operations,  
75%

2016 – 2019

## Skills & endorsements

### Sales Management



Pe

[Connect](#)

### Deep Contractor

Associate Data Scientist at Celebal

Technologies



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10

2

Home

My Network

Jobs

Messaging

Noti

Microsoft Excel

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## Interests



**Larsen & Toubro**  
2,384,374 followers



**ICICI Bank**  
1,995,353 followers



**Mahindra Group**  
616,805 followers



**Tata Consultancy Services**  
6,349,748 followers



**Unilever**  
14,276,166 followers



**Wipro Limited**  
4,049,126 followers

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10

2

Home

My Network

Jobs

Messaging

Noti



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Home



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Jobs



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## Prachi Chandrawat · 3rd

Client Relationship Manager at Ryderssports

Gurugram, Haryana, India · [Contact info](#)

14 connections

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Ryderssports

JK LAKSHMIPAT UNIVERSITY

## Activity

16 followers

Posts Prachi created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



Client Relationship Manager and business development



## People also viewed



**Chandra Veer Mahour (VEER)**

• 2nd

Assistant Manager at National Engineering Industry Ltd. Jaipur

Connect



**Rohit Asnani** • 2nd

Talent Acquisition Specialist

Connect



**Hemlata M.** • 3rd

Undergraduate student of CS|Enthusiasts Programmer, Illustrator, Athelete|Fauji brat.

Message



Messaging 2



10

2

Home

My Network

Jobs

Messaging

Noti

**Business Associate**

Junior's Brands Private Limited · Full-time

Aug 2019 – Dec 2019 · 5 mos

India

**Sports Leader**

Decathlon Sports India · Internship

May 2018 – Jun 2018 · 2 mos

Jaipur Area, India

**Education****JK LAKSHMIPAT UNIVERSITY**

Bachelor of Business Administration - BBA, 7.2 CGPA

2016 – 2019

**Skills & endorsements**

Customer Relationship Management (CRM)

Administration

Business Development

Show more ▾

**Interests****Deep Contractor**

Associate Data Scientist at Celebal Technologies



Messaging 2



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2

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Jobs

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**ITC Limited**  
1,927,386 followers



**Google**  
21,466,283 followers



**Narendra Modi**   
Prime Minister of India  
3,638,731 followers



**People Tree Consultants**  
18,044 followers

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2

Home

My Network

Jobs

Messaging

Noti



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**praveen bhati** · 2nd

Radio Frequency Engineer at Vedang Cellular Services Pvt. Ltd - A Qess Company

Navi Mumbai, Maharashtra, India · [Contact info](#)

82 connections



You both know Umesh Gupta, Ankit Jain and 1 other

Connect

Message

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Vedang Cellular Services Pvt.  
Ltd - A Qess Company

JK LAKSHMIPAT UNIVERSITY



### People also viewed



**Abhishek Sankhla** · 2nd  
Mechanical Engineer

Connect



**Shubham Gupta** · 2nd  
Assistant Manager at JCB India Ltd.

Connect



**DHEERAJ kumar** · 3rd  
Project Coordinator

Connect



**durgesh soni** · 3rd+  
NETWORKING AT VEDANG CELLULAR  
SERVICE PVT LTD IN A VODAFONE PROJECT



Messaging 2

### People and pages related to praveen

[See all](#)



**AT&T**

Page • Telecommunications  
1,380,349 followers

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**Tata Communications**

Page • Telecommunications  
410,052 followers

Follow



**Vodafone**

Page • Telecommunications  
1,706,953 followers

Follow



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Jobs

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A graduate who is diligent ,earnestness to his work and partake in solving problems,and contributing to overall growth of business.I have experience in working in industries ranging from telecom to research institute.I have found that technology excites and fascinate me at the same time.

## Activity

82 followers

Posts praveen created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



### Radio Frequency Engineer

Vedang Cellular Services Pvt. Ltd - A Quess Company · Full-time

Nov 2019 – Present · 1 yr 7 mos

Mumbai, Maharashtra

Performed network testing and optimization from design to implementation and process improvement and created drive routes for testing and optimizing the network.

Monitored various radio parameters and channel related parameters of each site.



### Trainee

CSIR-CEERI · Internship

Jan 2019 – Jun 2019 · 6 mos

pilani,rajasthan

Did Reasearch on Experimental and Simulation Study of Pdms based capacitive pressure sensor.Modelled and Simulated capacitive pressure sensor in Comsol Multiphysics by using research parameters.

Fabricated capacitive pressure sensor using pdms as dielectric which measures the pulse ...see more

Pe



Connect

Show more ▾



Messaging 2





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2

Home

My Network

Jobs

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Apr 2017 – Jun 2017 · 3 mos

Jainpur, Rajasthan

Did Quality Inspection of Three Phase Digital Energy Meter, Single Phase Electronic Energy Meter and Static Meters at the final stage before getting it to deliver to maintain strict quality standards .

Also monitored streamlined business operations and maintain positive records for wide ...see more

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Electrical, Electronics and Communications Engineering

2015 – 2019

## Skills & endorsements

Radio Frequency (RF) Engineering

MATLAB

COMSOL

Show more ▾



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2

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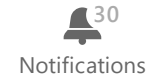
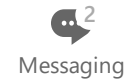
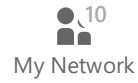
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**Rajat Shivhare** · 3rd

Executive-claims at HDFC ERGO General Insurance

Agra, Uttar Pradesh, India · [Contact info](#)

63 connections

[Message](#)

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HDFC ERGO General Insurance

JK LAKSHMIPAT UNIVERSITY

## Activity

63 followers

Posts Rajat created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



Executive-claims



## People also viewed



**Satish Dubey** · 3rd

Manager – Facultative Reinsurance at HDFC ERGO General Insurance

[Message](#)



**chetna joshi** · 3rd

Attended university of rajasthan

[Message](#)



**Bhavesh Nautiyal** · 3rd

Associate Vice President at HDFC ERGO General Insurance

[Message](#)



**VIKRANT SHARMA** · 3rd

[Messaging](#) 2



10

2

Home

My Network

Jobs

Messaging

Noti

**Relationship Associate**

Max Life Insurance Company Limited · Full-time

Nov 2019 – Feb 2021 · 1 yr 4 mos

Agra, Uttar Pradesh, India

**Claims Officer**

Apollo Munich Health Insurance Company Ltd. · Full-time

Jun 2019 – Nov 2019 · 6 mos

Gurgaon, Haryana, India

**Education****JK LAKSHMIPAT UNIVERSITY**

Bachelor of Business Administration - BBA

2016 – 2019

**st.George's collage, agra**

Business/Commerce, General

1999 – 2015

**Skills & endorsements****Presentation Skills****Teamwork****Administration**

Pe

**Connect****Deep Contractor**

Associate Data Scientist at Celebal

Technologies



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Jobs

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## Interests



**Max Bupa**

20,231 followers



**Narendra Modi**

Prime Minister of India  
3,638,729 followers



**Dharmesh Shah**

Founder and CTO at HubSpot  
1,000,260 followers



**Heidi N. Moore**

Digital Media Advisor  
87,619 followers



**HDFC ERGO General Insurance**

100,416 followers



**Trish Regan**

Founding President at Trish Intel  
386,695 followers

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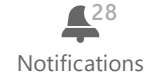
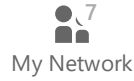
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**Rohan Singh** · 2nd  
Assistant Engineer at S.S. Food Industries  
Ludhiana, Punjab, India · [Contact info](#)

147 connections



[You both know Harsh Patodia, Sai Pavan Kumar and 5 others](#)

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Bonn Nutrients Pvt Ltd

JK LAKSHMIPAT UNIVERSITY



### People also viewed



**Vishnu Kant** · 3rd  
Assistant Engineer at SS FOOD INDUSTRY (BONN)

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**Kunal Sharma** · 2nd  
Student at J K Lakshmipat University

Connect



**Ravi Salgotra** · 2nd  
Electrical Engineer at Bonn Nutrients Pvt Ltd

Connect



**Gautam Anand** · 2nd



Messaging 2

### People and pages related to Rohan

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**FMCG JOB**  
Page • Consumer Goods  
128,403 followers

Follow



**FSSAI Publication**  
Page • Government Administration  
69,812 followers

Follow



**Nestlé**  
Page • Food & Beverage  
11,854,980 followers

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Jobs

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A mechanical engineer who had completed his degree from JK Lakshmipat University located in Jaipur and having deeper interests in installation of plants/equipments with projecting ideas that can be implemented and proving to be beneficial for the hired company. ... see more

## Featured

all the necessary tasks accordingly. Also, kept a daily check on the parameters and the life period of materials used in Utility Section which mainly consists of Chillers, Compressors, Dryers and DG and performing and planning preventive maintenance on a month to month basis.

### PROJECTS

- **L.P.G. GAS PLANT INSTALLATION (JAN-MAR 2021)**  
Replaced the existing Furnace Oil plant with L.P.G. gas plant by assisting the team in installing the gas station and Denovo manufactured burners that are capable of automatic operations resulting in cost controlling and minimising expenses being handled under the department.
- **A STUDY ON MODIFICATION OF EXHAUST SYSTEM IN OVEN SECTION (JAN-APR 2019)**  
Studied on the existing system of oven section and suggested a modification in the exhaust system by recirculating the exhaust gases of the dummy section into the main chambers resulting into the saving of furnace oil and raising of already transformed flue gases.

### INTERNSHIPS

1

- S.S. Food Industries (B.N.P.L.) (JAN-APR 2019)

IMG\_2021.jpg

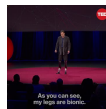
RESUME OF ROHAN SINGH

## Activity

146 followers



Rohan shared this



"I didn't view my body as broken. I reasoned that a human being can...

Rohan shared this



Rest in Peace, though I never studied from her but always sensed a good aura...

Rohan commented



Why experience matters? When senior developer comes to solve the...

Rohan shared this

1 Reaction

[See all activity](#)

## Experience

Pe



Naman Choubey

Campus Ambassador at Viral Fission

[Connect](#)

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7

2

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Jobs

Messaging

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**Assistant Engineer**

Full-time

Mar 2021 – Present · 3 mos

Ludhiana, Punjab, India

Assisting the Daily Tasks to Maintenance Team and handling the breakdown situations with the best approach possible. Also, planning and scheduling the Preventive Maintenance to avoid any unwanted breakdowns. Updation of the daily records required in the department as stated in my Bio. Installation of new equipments and handling the projects such as Gas Plant Installation, Consignment Transferring Project etc for the core industry.

**Graduate Engineering Trainee**

Full-time

May 2019 – Mar 2021 · 1 yr 11 mos

Ludhiana Area, India

Graduate Engineering Trainee under Maintenance Department, helped in assisting my team to solve the various problems faced under this department in order to achieve the target of zero breakdown and also do preparations of Breakdown Reports, LLF Reports etc. Providing Preventive Maintenance Action Plan and plan all the necessary tasks accordingly. Also, kept a daily ...see more

**Maintenance Trainee**

Internship

Jan 2019 – Apr 2019 · 4 mos

Ludhiana Area, India

Joined as a Trainee helping in assisting the maintenance tasks and preventing the breakdowns along with the team. Also, planned the preventive breakdown tasks accordingly in order to achieve the zero breakdown target.

**Summer Intern**

Sunshine Honda

May 2017 · 1 mo

Sitapura

A brief compositional study of Honda Model BR-V and learned the work culture of the shop floor of core Mechanical Space. Also, assisted the team members in providing a satisfactory service of Honda automobiles.



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7

2

Home

My Network

Jobs

Messaging

Noti

**JK LAKSHMIPAT UNIVERSITY**

Bachelor of Technology - BTech, Mechanical Engineering

2015 – 2019

A learner completed his mechanical engineering with a keen interest in designing and to sharpen my engineering/managerial skills in order to provide a beneficial gain to the joined industry. Completed my Bachelors with a final Grade per Annum of 6.4 in November 2019.

**Seedling Public School**

Senior High Education

2003 – 2015

Completed my schooling from Seedling Public School located in Jaipur scoring 75 Percentile in Matriculation and 77.9 Percentile in Intermediate under C.B.S.E. Board.



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7

2

Home

My Network

Jobs

Messaging

Noti



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**Sachin Agarwal** · 2nd

Auditor under CA Agarwal Rajesh Associates

Jaipur, Rajasthan, India · [Contact info](#)

88 connections



You both know Umesh Gupta, Tanuj Kumar and 4 others

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Agarwal Rajesh Associates

JK LAKSHMIPAT UNIVERSITY

## Activity

89 followers

Posts Sachin created, shared, or commented on in the last 90 days are displayed here.

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## Experience



## People also viewed



**Samishti Infotech** · 3rd+

Samishti Infotech is well accepted as a global information technology (IT) Service...

Connect

**deep jyoti das** · 3rd

Assistant at iit

Connect

**Ram Kumar** · 3rd+

--

Connect

**Satish Rai** · 3rd

IT Manager at MDS BROADCAST PRIVATE



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10

2

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Jul 2020 – Present · 11 mos  
Alwar, Rajasthan, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor's Degree, Accounting and Finance  
2016 – 2019

## Skills & endorsements

### Teamwork

### Auditing

### Presentation Skills

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## Interests



**Accenture**  
6,763,078 followers



**McKinsey & Company**  
3,938,844 followers



**Deloitte**  
6,974,102 followers



**Goldman Sachs**  
2,629,977 followers



**Microsoft**  
14,304,716 followers



**EY**  
5,129,890 followers



### Deep Contractor

Associate Data Scientist at Celebal  
Technologies

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My Network

Jobs

Messaging

Noti



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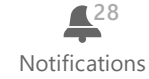
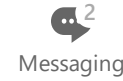
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**Sahil Mittal** · 2nd

Trainee at DYNAMIC ELECPower PVT. LTD.

Jaipur, Rajasthan, India · [Contact info](#)

115 connections



You both know Vishal Gupta, Tanuj Kumar and 6 others

Connect

Message

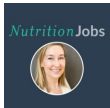
More

DYNAMIC ELECPower PVT.  
LTD.

JK LAKSHMIPAT UNIVERSITY

## People and pages related to Sahil

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**NutritionJobs**

Page • Human Resources  
93,300 followers

Follow



**HealthFitness**

Page • Health, Wellness & Fitness  
129,357 followers

Follow



**Academy of  
Dietetics**

Page • No  
94,183 foll



## People also viewed



**Monish Alria** · 2nd

Associate Analyst at GlobalLogic

Connect



**Shashank Verma** · 2nd

Software Application Developer at RoboMQ

Connect



**Aditi Gusai** · 3rd

Assistant Designer at GulaboJaipur

Message



**Priyanka Chauhan** · 2nd

Search Engine Optimization Manager at  
iMark Infotech Pvt. Ltd



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7

2

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Apply my knowledge as best as I can.  
Interested to learn new things.

## Activity

114 followers

Posts Sahil created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience

### Trainee

DYNAMIC ELECPower PVT. LTD.

Jan 2019 – Present · 2 yrs 5 mos

Bhilwara, Rajasthan

### Summer Internship

Ame Power Drives

May 2017 – Jun 2017 · 2 mos

Ahmedabad, Gujarat, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology, Electrical and Electronics Engineering

2015 – 2019

## Skills & endorsements

Pe



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Jobs

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Teamwork

Microsoft Office

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## Interests



**Facebook**  
6,918,259 followers



**World Health Organization**  
3,986,689 followers



**NASA - National Aeronautics and Space A**  
5,400,175 followers



**FirstJob**  
302,067 followers



**JK Lakshmipat University, Jaipur**  
2,080 followers



**Google**  
21,436,739 followers

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Sales Solutions

Safety Center

Accessibility

Careers

Ad Choices

Mobile

Talent Solutions

Marketing Solutions

Advertising

Small Business



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Select Language

English (English)



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2

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My Network

Jobs

Messaging

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Plan your 2021 L&D budget - Incorporate talent development in your business strategy Ad ...



**Shantanu Sharma** · 3rd

Business Development Manager at Crony Technovest OPC Private Limited

Jaipur, Rajasthan, India · [Contact info](#)

142 connections

[Message](#)

[More](#)



Crony Technovest OPC Private Limited

JK LAKSHMIPAT UNIVERSITY

## About

Learn leadership qualities and inspire people

## Activity

143 followers

Posts Shantanu created, shared, or commented on in the last 90 days are displayed here.

Ad ...

JECRC University welcomes you to the professional world of Networking.



Be Active here and get updated

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## People also viewed



**kapil singhal** · 3rd

Student at Vellore Institute of Technology

[Message](#)



**pooja lalwani** · 3rd

SR . COUNSELOR

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**Pooja Lalwani** · 3rd

MIS Coordinator at Axis Bank

[Connect](#)



**Naveen Mishra** · 3rd+

Digital Specialist Engineer at Infosys



[Messaging](#) 2



10

2

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Jobs

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## Experience



### Business Development Manager

Crony Technovest OPC Private Limited · Full-time

Mar 2021 – Present · 3 mos

Jaipur, Rajasthan, India



### Senior Academic counsellor

Vedantu · Full-time

Aug 2020 – Mar 2021 · 8 mos

Jaipur, Rajasthan, India

Counselling Students and Business development

### Assistant Aviation Officer

BHARAT STARS SERVICES PRIVATE LIMITED

Nov 2018 – Mar 2021 · 2 yrs 5 mos

Ahmedabad Area, India

Into-plane services

### Trainer

Magnus solutions

Aug 2014 – Mar 2016 · 1 yr 8 mos

Jaipur

## Education

### JK LAKSHMIPAT UNIVERSITY

Master's degree, Mechanical Engineering

2017 – 2019

### Global Technical Campus

Pe



Associate Data Scientist at Celebal Technologies

Connect



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10

2

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Jobs

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## DAV centenary public school Jaipur

12th, Physical Sciences

1999 – 2012

### Skills & endorsements

#### Management · 1

Akshay Khandelwal has given an endorsement for this skill

#### Team Leadership · 1

Akshay Khandelwal has given an endorsement for this skill

#### Leadership · 1

Akshay Khandelwal has given an endorsement for this skill

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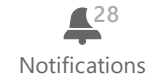
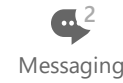
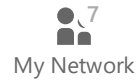
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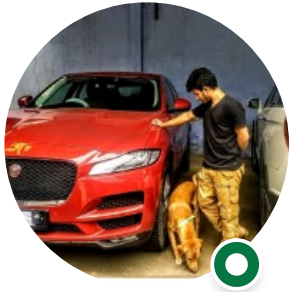
Noti



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**Shikhar Singh** · 2nd

Startup at AUTHENTIC INSTRUMENT INDUSTRIES LTD.

Jaipur, Rajasthan, India · [Contact info](#)

500+ connections



You both know Vishal Gupta, Rishi Gupta and 24 others

Connect

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AUTHENTIC INSTRUMENT  
AND AUTOMATION PRIVAT...

## People and pages related to Shikhar

[See all](#)



**Mechanical Jobs and Career**

Page • Information Services  
234,148 followers

Follow



**Atlas Copco**

Page • Machinery  
575,882 followers

Follow



**John Deere**

Page • Machinery  
892,232 followers



## People also viewed



**Serena Parve** · 3rd

Student at Manipal University Jaipur

Message



**Tanishq Maheshwari** · 3rd

Data Analytics Intern at KPMG

Message



**Sumit M Sharma** · 2nd

Founder AlphaM | Motivational Speaker |  
Personality Development Coach

+ Follow



**Siddhesh Kataria** · 3rd

Core Member at Amazon Alexa



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Jobs

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### Reach out to Shikhar for...

Hiring, Contracting and freelancing, Investing.

Message

## Activity

1,455 followers



For better performance, you need outstanding design... Integrating blood bank equipments to advance automation. <https://lnkd.in/dQm-6iX>

Shikhar shared this

9 Reactions

See all activity

## Experience

### Startup Engineer

AUTHENTIC INSTRUMENT AND AUTOMATION PRIVATE LIMITED

Apr 2018 – Present · 3 yrs 2 mos

## Education

### JK LAKSHMIPAT UNIVERSITY

BTech - Bachelor of Technology, Electrical Engineering Technologies/Technicians

2015 – 2019

## Licenses & certifications



Pe



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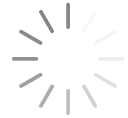


## ISO/IEC 17025

SGS

Issued Sep 2020 · No Expiration Date

Credential ID SGS/CBE/ISO/04567



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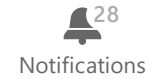
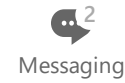
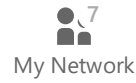
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**Swaroop Paliwal** · 2nd  
Machine Learning Engineer at ClearQuote  
Bangalore Urban, Karnataka, India · [Contact info](#)

500+ connections



You both know Vishal Gupta, Umesh Gupta and 18 others

Connect

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ClearQuote

JK LAKSHMIPAT UNIVERSITY

## People and pages related to Swaroop

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234,141 followers

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**Mechanical Engineering Design Hub**  
Page • Automotive  
78,160 followers

[Follow](#)



**Mahindra**  
Page • Au  
613,519 fo



## People also viewed



**Mohammad Khalid** · 3rd  
Machine Learning Engineer at ClearQuote

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**Kapil Kumar** · 3rd  
Machine Learning Engineer at ClearQuote

[Message](#)

**Venkat Sreeram** · 3rd   
Co-Founder at ClearQuote

[Message](#)



**Sharath Murthy** · 3rd  
Simplifying vehicle inspections using AI



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## Reach out to Swaroop for...

Contracting and freelancing.

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## About

A Machine Learning Engineer who is actively engaged in understanding the in-depth analysis and implementing the research papers by customizing the neural network and providing business solutions to customers through AI.

[... see more](#)

## Activity

6,333 followers

Posts Swaroop created, shared, or commented on in the last 90 days are displayed here.

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## Experience



### Machine Learning Engineer

ClearQuote · Full-time

Jul 2019 – Present · 1 yr 11 mos

Bengaluru, Karnataka, India



### Deep learning Intern

deepkapha.ai · Full-time

Dec 2018 – May 2019 · 6 mos

Amsterdam Area, Netherlands

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Data Science &amp; Analytics Career Paths &amp; Certifications: First Steps

Jul 2018 – Dec 2018 · 6 mos

Jaipur Area, India

**Computer-Vision Intern**

Samarth Life Management Pvt Ltd

May 2018 – Jul 2018 · 3 mos

Gurgaon, India

**Data Analytics Intern**

Hindustan Petroleum Corporation Limited

May 2017 – Jul 2017 · 3 mos

Jaipur, Rajasthan, India

## Education

**JK LAKSHMIPAT UNIVERSITY**

Bachelor's degree, Electrical Engineering

2015 – 2019

## Licenses & certifications

**Data Science & Analytics Career Paths & Certifications: First Steps**

LinkedIn

Issued Nov 2018 · No Expiration Date

Credential ID Adsbd-70CirlpIVBHoSShb144DI

**Data Science Foundations: Fundamentals**

LinkedIn

Issued Nov 2018 · No Expiration Date

Credential ID AY1WatmdJKBPscuARKUodOcwQst



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7

2

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Issued Oct 2018 · No Expiration Date

Credential ID UC-H3D9DV63

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## Accomplishments

### 3 Languages

English • Hindi • Marwari

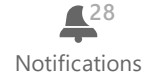
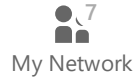


### 1 Project

Face Detection (OpenCV - Python)



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**Tanmay Rai**  
Analyst at GlobalLogic

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**Tanmay Rai** · 2nd  
Analyst at GlobalLogic  
Gorakhpur, Uttar Pradesh, India · [Contact info](#)

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Open to work

Analyst, Digital Marketing Executive and Python Developer roles



GlobalLogic

JK LAKSHMIPAT UNIVERSITY



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**Jai Vardhan Singh Jadaun** · 2nd  
Student at JK LAKSHMIPAT UNIVERSITY

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**Malvika Saini** · 3rd  
Analyst at GlobalLogic

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**Divya Bhadoria** · 3rd  
Analyst, Content Engineering (Knowledge Graph, Machine Learning)

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**Balwant Kumar** · 3rd  
Associate Analyst at Global Logic



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**GitHub**  
Page • Code  
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Tanmay Rai

Analyst at GlobalLogic

Mo

## About

I computer science graduate having interest in python, data science and digital marketing.

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**Tanmay Rai**

Analyst at GlobalLogic

Mo

**Trainee**

Dotsquares · Internship

Jan 2019 – May 2019 · 5 mos

Jaipur, Rajasthan, India

E-commerce website project using.net

**trainee-technology**

POLICYBAZAAR INSURANCE WEB AGGREGATOR PRIVATE LIMITED · Internship

May 2017 – Jun 2017 · 2 mos

Gurgaon, Haryana, India

**Education****JK LAKSHMIPAT UNIVERSITY**

Bachelor of Technology, Computer Science

2015 – 2019

**Licenses & certifications****Search Engine Optimization (SEO) Specialization**

Coursera

Issued Sep 2020 · No Expiration Date

Credential ID EYLB5ZP4JRS

[See credential](#)**the fundamental of digital marketing**

Google Digital Unlocked

Issued Jul 2020 · No Expiration Date

Credential ID SGSJ5G8ZZ

[See credential](#)

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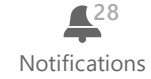
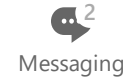
**Tanmay Rai**

Analyst at GlobalLogic

Mo



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**Vishnu Kant** • 3rd

Assistant Engineer at SS FOOD INDUSTRY (BONN)

Agra, Uttar Pradesh, India · [Contact info](#)

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Bonn Nutrients Pvt Ltd

JK LAKSHMIPAT UNIVERSITY

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5,606,962 followers

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**Rohan Singh** • 2nd

Assistant Engineer at S.S. Food Industries

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**Krishna Verma** • 3rd

Senior Officer (Procurement) at JK Lakshmi Cement Ltd.

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**Rachit Singodia** • 2nd

Mechanical Engineer

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**Abhishek Sankhla** • 2nd

Mechanical Engineer



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## Experience



### Bonn Nutrients Pvt Ltd

2 yrs 5 mos

#### Assistant Engineer

Full-time

Mar 2021 – Present · 3 mos

Ludhiana, Punjab, India

#### Graduate Engineering Trainee

Full-time

May 2019 – Mar 2021 · 1 yr 11 mos

Ludhiana, Punjab, India

#### Internship Trainee

Jan 2019 – Apr 2019 · 4 mos

Ludhiana Area, India

#### Intern Trainee

Shriram Pistons & Rings Ltd.

May 2017 – Jun 2017 · 2 mos

Alwar, Rajasthan, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Mechanical Engineering

2015 – 2019

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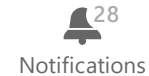
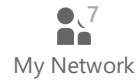
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**VIVEK VISHWAKARMA**  
Mechanical Engineer at Bonn Nutrients Pvt Ltd

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**VIVEK VISHWAKARMA** · 2nd  
Mechanical Engineer at Bonn Nutrients Pvt Ltd  
Jabalpur, Madhya Pradesh, India · [Contact info](#)

278 connections



You both know Vishal Gupta, Umesh Gupta and 11 others

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JK LAKSHMIPAT UNIVERSITY



### People also viewed



**KUNDAN KUMAR** · 3rd  
Senior Quality Assurance Officer at Bonn Nutrients Pvt Ltd

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**Lalit Kumar** · 3rd  
Corporate Quality Head at Bonn Nutrients Pvt Ltd

Message



**Priya Singh** · 3rd  
Quality assurance officer at Bonn nutrients private limited

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**VIVEK VISHWAKARMA**

Mechanical Engineer at Bonn Nutrients Pvt Ltd

You both worked at JK LAKSHMIPAT UNIVERSITY from December 2016 to May 2019

[Say hello](#)

## Activity

278 followers

Posts VIVEK created, shared, or commented on in the last 90 days are displayed here.

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## Experience



Eat Pure Be Sure..!

**Mechanical Engineer**

Bonn Nutrients Pvt Ltd

Jun 2019 – Present · 2 yrs

Ludhiana Area, India

**Graduate Student**

JK LAKSHMIPAT UNIVERSITY

Aug 2015 – May 2019 · 3 yrs 10 mos

Jaipur Area, India



Eat Pure Be Sure..!

**Internship**

Bonn Nutrients Pvt Ltd

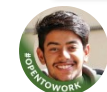
Jan 2019 – Apr 2019 · 4 mos

Ludhiana, Punjab, India

**Internship Trainee**

Mo

Pe

**Naman Choubey**

Campus Ambassador at Viral Fission

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2

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**VIVEK VISHWAKARMA**

Mechanical Engineer at Bonn Nutrients Pvt Ltd

Mo

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Mechanical Engineering

2015 – 2019

### Jawahar Navodaya Vidyalaya, Jabalpur

higher secondary schooling, Mathematics

2007 – 2014



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2

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**VIVEK VISHWAKARMA**

Mechanical Engineer at Bonn Nutrients Pvt Ltd

Mo



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**DECATHLON**

SPORT FOR ALL - ALL FOR SPORT

## Employment Contract

Emp ID: DSI006862

To,

Date: 03-06-2019

**Shekhar Kushwaha,**

hostel-1 JK Lakshmipat University ,jaipur

jaipur

Rajasthan

India.

Dear **Shekhar Kushwaha,**

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Permanent Employee** on a **Full Time** basis, and your responsibilities would be those of a **Sport Leader** at our **Jaipur** location effective **03-06-2019** and you will be on probation up to **6 month(s)** or such extended period as specified by your Manager. Thereafter, your employment confirmation would be informed to you in writing.

Your gross fixed compensation would be INR. **20000.00**. You are also entitled for a monthly statutory/non-statutory bonus which will be at a maximum **20.0%** of your gross monthly fixed compensation. You are entitled to all the social security benefits like PF, ESIC (as per applicability), Gratuity, and Employee Compensation as specified in the respective statutory acts. Please find the detailed breakup of salary in Annexure1 enclosed below. Further, sufficient holidays keep one motivated in a work environment. Therefore you shall have **30** days of annual leaves

**BHANU PRATAP SINGH SHAKTAWAT** will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your

**DECATHLON SPORTS INDIA PVT. LTD.**

Survey No. 78/10, A2 0-Chikkajala Village, Bellary Road, Bangalore - 562157  
Mobile: +91 - 7676798989, www.decathlon.in

N: U72200KA2004PTC033858





Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Aditya Mehta,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**



**ADHOC NETWORKS**

✉ hr@adhocnw.org

🌐 www.adhocnw.org

☎ +91 141 4038125

+91-8800882664 | +91-8764444450

## OFFER LETTER FOR INTERNSHIP

13<sup>th</sup> December 2018,

Subject: Internship Confirmation for the post of SEO

Dear Akshat Sharma,

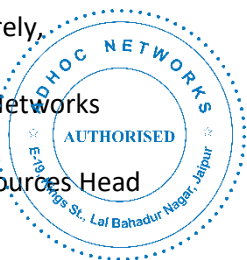
Based on your performance in the recent interview with **ADHOC NETWORKS**, we have great pleasure in offering you 6 months internship for the post of **SEO** in our organization with a gross salary of Rs. 5,000 Per month.

As discussed/agreed during the course of the interview you are requested to join the above position in our organization on **Wednesday, 2nd January 2019**

We very much look forward to working with you.

Yours sincerely,

For Adhoc Networks  
Swati Kalia  
Human Resources Head



Ref: HR/JUL/19/B1/57260403/60017251/1000804727

Date: 26 July, 2019

Devang Sharma  
kiran path  
mansarovar  
jaipur 302020  
Rajasthan, India

Dear **Mr. Devang**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Department Manager - Trainee in Assistant Manager - B1 grade** in our business on the following terms and conditions.

**1. PLACE OF POSTING:**

Your initial posting will be at **Jodhpur, Rajasthan**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 19 August, 2019 and successful clearance of the Pre-Employment Medical Examination.

**2. COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,55,214/- (Rupees Two Lac(s) Fifty Five Thousand Two Hundred Fourteen Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 19,788/- (Rupees Nineteen Thousand Seven Hundred Eighty Eight Only) per annum.**

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

**3. GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments



received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,  
For Reliance Retail Limited

A handwritten signature in black ink, appearing to read "Lalatendu Kar".

**Lalatendu Kar**

---

#### ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

Annexure 1A			
Name: Devang Sharma			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
<b>A. Fixed Pay</b>			
1	Basic Pay	9,809	1,17,714
<b>Choice Pay</b>			
2	Conveyance	1,600	19,200
3	Fuel & Maintenance	Refer Annexure	Refer Annexure
4	Leave Travel Allowance	Refer Annexure	Refer Annexure
5	Medical Reimbursement	Refer Annexure	Refer Annexure
6	Bonus*	0	0
7	Residual Choice Pay	4,883	58,599
<b>Housing</b>			
8	House Rent Allowance	4,905	58,857
<b>Insurance</b>			
9	GPA Insurance Premium	47	569
10	Group Term Life Insurance Premium	23	275
11	Medical Insurance Premium		
<b>Total Fixed Pay [A]</b>		21,268	2,55,214
<b>B. Retirals</b>			
1	PF - Employer Contribution	1,177	14,126
2	Gratuity (4.81% of Basic)	472	5,662
<b>Total Retirals [B]</b>		1,649	19,788
<b>Total CTC (A + B)</b>		22,917	2,75,000

**Note:** The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(\*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.

**Annexure - 2****TERMS AND CONDITIONS OF EMPLOYMENT****1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

**2. PROBATION:**

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

**3. TRANSFER**

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

**4. REPRESENTATIONS AND WARRANTIES:**

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

## 5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You



will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it

deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

## 6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
  - i. Return to work within 8 days from the commencement of such absence, and
  - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

## 7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

## 8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
  - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
  - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
  - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to

unfair advantage / discrimination.

- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

**Employee Name:**

**Signature:**

**Date:**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Devang Sharma,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Gaurav Gupta,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manager		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.



6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Himanshu Mukherjee,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Jogender Singh Tanwar,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Pritika Singh,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month.**
3. This appointment will be subject to you being found medically fit.
  4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
  5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Date: 15<sup>th</sup> October, 2018

**Letter of Intent**

Dear Shekhar Kushwaha,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

<b>Client Acquisition Manager</b>		
<b>Grade: O-3</b>	<b>Level: Senior Officer</b>	<b>Band: B-1</b>
<b>Details Of Remuneration</b>		<b>Annual Amount (INR)</b>
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
<b>Gross Salary</b>		<b>282,000</b>
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
<b>CTC</b>		<b>303,160</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
- The notice period applicable to you would be **1 Month**.

3. This appointment will be subject to you being found medically fit.

4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.

5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.



6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **18<sup>th</sup> October, 2018**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**



**ADHOC NETWORKS**

✉ [hr@adhocnw.org](mailto:hr@adhocnw.org)

🌐 [www.adhocnw.org](http://www.adhocnw.org)

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+91-8800882664 | +91-8764444450

## OFFER LETTER FOR INTERNSHIP

13<sup>th</sup> December 2018,

Subject: Internship Confirmation for the post of Human Resources

Dear Sunidhi Singh,

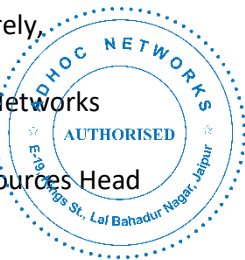
Based on your performance in the recent interview with **ADHOC NETWORKS**, we have great pleasure in offering you 6 months internship for the post of **HR** in our organization with a gross salary of Rs. 5,000 Per month.

As discussed/agreed during the course of the interview you are requested to join the above position in our organization on **Wednesday, 2nd January 2019**

We very much look forward to working with you.

Yours sincerely,

For Adhoc Networks  
Swati Kalia  
Human Resources Head



S-2, First Avenue, Kings Street, Lal Bahadur Nagar (West), Nearby Genpact, Jaipur