

Re: Fw: Nomination: Placement Opportunity- Extensive LearningManushree Khandelwal <channel@femora.in>

Sat 8/10/2019 12:05 PM

To: Somnath Das <somnath.das@jklu.edu.in>

Dear Somnath,

Thank you for arranging the telephone session of candidates.

We have shortlisted two candidates:

1. Ashu Kushwah (Location Issue from our office)

2. Krishna Choudhary

The major concern remains the timing of joining. The candidates would be completing their respective courses by next year, but we can wait till then.

We will contact you again at the time of their graduation. If there are any alumni who want to get connected with us, please let us know.

On Tue, Aug 6, 2019 at 2:34 PM Manushree Khandelwal <channel@femora.in> wrote:

Hi,

Below is the status:

S. No.	Roll No.	Student Name	Mobile No.	
1	2017BBA004	Archies Bansal	8441959836	Number blocked
2	2017BBA006	Ashu Kushwah	9461290059	Call couldn't get through
3	2017BBA018	Mohammed Sahil Bagwan	7976372399	Phone Busy
4	2017BBA032	Vaibhav Shrimal	9575439585	Call couldn't get through
5	2017BCH005	Krishna Choudhary	9784384683	Call couldn't get through

Please ask the candidate to call me directly on : +91-8816813329

On Tue, Aug 6, 2019 at 12:26 PM Somnath Das <somnath.das@jklu.edu.in> wrote:

Hi,

Kindly consider the following contact no. of Mohd. Sahil to connect.

Mohd. Sahil - BBA - 07976372399

Best of regards,

Somnath Das

Career Services (T&P) | JK Lakshmipat University

Jaipur - 302 026 | Rajasthan | INDIA | www.jklu.edu.in

e: somnath.das@jklu.edu.in | m: +91-8209177236 | o: 0141-7154922

RE: S&P Global

Snigdha Zakharia <snigdha.zakharia@Firstnaukri.com>

Wed 11-Dec-19 15:33

To: Shounak Biswas <shounak.biswas@jklu.edu.in>

Cc: Raunak Kakarya <raunak.kakarya@firstnaukri.com>; Placement JKLU <placement@jklu.edu.in>; Patel, Kalpit <Kalpit.Patel@spglobal.com>; Ashutosh.D.Sharma@spglobal.com <Ashutosh.D.Sharma@spglobal.com>;

Bindi.B.Shah@spglobal.com <Bindi.B.Shah@spglobal.com>; Deobhankar, Swapna <Swapna.S.Deobhankar@spglobal.com>

Hi Shounak,

Greetings!!

Sharing the list of students who have been selected for S&P Global.

Ayushi Jasoria	JK Lakshmipat university
Manvi Sharma	JK Lakshmipat University

Request you to kindly block the candidates from the further placement process with other organizations.

S&P Team will connect with the candidates for further hiring process.

Please confirm the receipt of this email.

Best Regards,

Snigdha Zakharia

Mobile: +91-8811088805

A-88, A Block, Sector 2, Noida

Firstnaukri.com Group Portal

Firstnaukri.com
A jobsite for campus hiring!

From: Snigdha Zakharia

Sent: Tuesday, December 3, 2019 5:19 PM

To: Shounak Biswas <shounak.biswas@jklu.edu.in>

Cc: Raunak Kakarya <raunak.kakarya@firstnaukri.com>

Subject: RE: S&P Global

Hi Shounak,

In addition to the previous list of shortlisted candidates, kindly find below the new list of students shortlisted for the Interview Process for S&P Global:

DATA RESEARCHER-I

Name Of the Candidate	Email	Mobile No.	Campus Name
Diksha Verma	Dikshaverma@jklu.edu.in	9521062377	JK Lakshmipat University
Manvi Sharma	sharmananvi0222@gmail.com	8619583906	JK Lakshmipat University
Isha Uttam	ishauttam@jklu.edu.in	7000941635	JK Lakshmipat University
Shabana Mehar	shabanamehar@jklu.edu.in	7976674448	JK Lakshmipat University
Puneet Saraswat	puneetsaraswat@jklu.edu.in	8094908433	JK Lakshmipat University

APPLICATION ASSOCIATE:

Name Of the Candidate	Email	Mobile No.	College Name
Ayushi Jasoria	ayushijasoria@jklu.edu.in	9521433995	JK Lakshmipat University

QUALITY TUTORIALS PRIVATE LIMITED

206, Floor-2, Arun Chambers, Pandit Madan Mohan Malviya Marg, Tardeo, Mumbai -400034

11th November 2019

Name: Sahil Bagwan

Email: sahilbagwan06@gmail.com

Dear Sahil,

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO**. We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **“Trainee- Business Development”**

2. Work Place

You will work out of office in **Delhi NCR**.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. 5, 60,000 (Five Lac and Sixty thousand only) comprising of Rs. 3,60,000 as fixed and Rs. 2,00,000 as performance-based variable.

Your total compensation post internship & review would be Rs. 10,00,000 (Ten Lac only) comprising of Rs. 7,00,000 as fixed and Rs. 3,00,000 as performance-based variable.

5. Reporting to :

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory

capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

8. Background Verification Process

The Company reserves the right to conduct a background check of its employees, and your employment may be conditioned on satisfactory results.

9. Transfer

You will be liable to transfer in such capacity as company may from time to time determine to any other location, department, of the company. In such case, you will be governed by the terms and conditions of services applicable to the new assignments.

10. Confidential Information

You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours rights in, to and under the ownership of the company. As an employee **Quality Tutorials Pvt. Ltd.**, You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

11. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

12. Probation and Review

You will be on probation for three months after which your performance will be reviewed and if found suitable, you will be confirmed in your current position.

13. Notice period

Your employment is terminable by giving (15 Days) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

14. On Separation

On termination of this contract , you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae , books, documents, cost data, market data, literature, drawings, effects or records, etc, belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

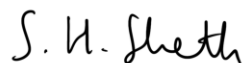
15. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms as acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheet and copy of your passport.

With warm regards,
For Quality Tutorials Private Limited



Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date:

Date of Joining:

Name:

Signature:

Annexure I
(During Internship)

Name:	Sahil Bagwan
Designation:	Trainee- Business Development
Annual Fixed:	INR 360000/-
Performance Based Incentive:	Up to INR 200000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs. 12,000
House Rent Allowance	Rs. 6,000
Food Allowance	Rs. 2,600
Employer's Contribution to Provident Fund	Rs. 0
LTA	Rs. 2,500
Books and Periodicals	Rs. 1,500
Communication reimbursement	Rs. 1,500
Special Allowance	Rs. 3,900
Total	Rs. 30,000

Annexure II
(Post Internship)

Name:	Sahil Bagwan
Designation:	Trainee- Business Development
Annual Fixed:	INR 700000/-
Performance Based Incentive:	Up to INR 300000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs.	23,333
House Rent Allowance	Rs.	11,667
Food Allowance	Rs.	2,600
Employer's Contribution to Provident Fund	Rs.	0
LTA	Rs.	4,861
Books and Periodicals	Rs.	1,500
Communication reimbursement	Rs.	1,500
Special Allowance	Rs.	12,872
Total	Rs.	58,333

QUALITY TUTORIALS PRIVATE LIMITED

206, Floor-2, Arun Chambers, Pandit Madan Mohan Malviya Marg, Tardeo, Mumbai -400034

17th October 2019

Name: Ayushi Dasani

Email: ayushidasani@jklu.edu.in

Dear Ayushi,

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt.Ltd under the brand name : LIDO** . We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **“Trainee- Business Development”**

2. Work Place

You will work out of office in Delhi NCR

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. 5, 60,000 (Five Lac and Sixty thousand only) comprising of Rs. 3,60,000 as fixed and Rs. 2,00,000 as performance-based variable.

Your total compensation post internship would be Rs. 10, 00,000 (Ten Lac only) comprising of Rs. 7,00,000 as fixed and Rs. 3,00,000 as performance-based variable.

5. Reporting to :

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

8. Transfer

You will be liable to transfer in such capacity as company may from time to time determine to any other location, department, of the company. In such case, you will be governed by the terms and conditions of services applicable to the new assignments.

9. Confidential Information

You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours rights in, to and under the ownership of the company. As an employee **Quality Tutorials Pvt. Ltd.**, You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

10. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

11. Probation and Review

You will be on probation for three months after which your performance will be reviewed and if found suitable, you will be confirmed in your current position.

12. Notice period

Your employment is terminable by giving (15 Days) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

13. On Separation

On termination of this contract , you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae , books, documents, cost data, market data, literature, drawings, effects or records, etc, belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

14. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms as acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheet and copy of your passport.

With warm regards,

For Quality Tutorials Private Limited

S. H. Sheth

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date:

Date of Joining:

Name:

Signature:

Annexure I
(During Internship)

Name:	Ayushi Dasani
Designation:	Trainee- Business Development
Annual Fixed:	INR 360000/-
Performance Based Incentive:	Up to INR 200000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs. 12,000
House Rent Allowance	Rs. 6,000
Food Allowance	Rs. 2,600
Employer's Contribution to Provident Fund	Rs. 0
LTA	Rs. 2,500
Books and Periodicals	Rs. 1,500
Communication reimbursement	Rs. 1,500
Special Allowance	Rs. 3,900
Total	Rs. 30,000

Annexure II
(Post Internship)

Name:	Ayushi Dasani
Designation:	Trainee- Business Development
Annual Fixed:	INR 700000/-
Performance Based Incentive:	Up to INR 300000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs. 23,333
House Rent Allowance	Rs. 11,667
Food Allowance	Rs. 2,600
Employer's Contribution to Provident Fund	Rs. 0
LTA	Rs. 4,861
Books and Periodicals	Rs. 1,500
Communication reimbursement	Rs. 1,500
Special Allowance	Rs. 12,872
Total	Rs. 58,333



Date: 01-Jan-2020

To,

Dear **Karan Sharma**

Sub: Offer Letter

We are pleased to offer you the position of **Management Trainee – Sales** in our organization. You will be based in our Delhi office. You will be joining us on **19-Apr- 2020**.

You will be paid gross emoluments as detailed in Annexure – A (to be provided later)

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure-B and your appointment letter.

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

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

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

For VoiceTree Technologies Private Limited

Pratik Jain

AUTHORIZED SIGNATORY

Encl.: As above
Annexure – A

Cost to Company (A+B)	Monthly	Annually
Basic Salary (a)	18291	219492
House Rent Allowance (b)	9,009	108108
Special Allowance	0	0
Gross Salary - A	27300	327600
Employer's Share of Provident fund	0	0
Employer's Share (ESIC)	0	0
Retiral Benefits & Social Benefits - B	0	0
Esop's	0	0
Loyalty Bonus	0	0
Performance Variable	11700	140400
Mobile Reimbursement	500	6000
Laptop Reimbursement	1000	12000
Cost to Company fixed (A+B)	27300	327600
In hand (Gross - Employee PF&ESI contribution)	27300	327600
Cost to Company Total	40500	486000

- 1- Tax is applicable on CTC.
- 2- Laptop, Mobile reimbursement is applicable on using personal devices at work
- 3- Performance variable is payable based on monthly sales performance.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3. Working Hours:



Your working hours will be as advised to you by your supervisor from time to time. Actual work timings and shifts may vary from time to time based upon business and customer service requirements.

4. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

5. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.

6. Intellectual Property Rights:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

8. Restrain:

i). Access to Information:

Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

ii). Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

**9. Leave:**

You will be entitled to leave as per law in force and as laid down in the leave policy of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and company wide awareness about the need for protection of intellectual property and sensitive customer information.

11. Termination of Service:

i). Either party can terminate this employment by serving a notice period mentioned in the confirmation letter, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

ii). The Company can terminate your employment forthwith, without issuance of any notice, if you have committed an act of fraud, dishonesty or indulged yourself in any act against the interest of the Company.

iii). Unauthorized absence or absence without permission from duty for a continuous period of seven days would make you loose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

iv). You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. 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.



The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Documents required on the Date of Joining:-

1. Proof of Permanent Address (Any one - Telephone bill/ Electricity bill/ Bank statement/ Ration card)
2. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
3. PAN Card & Adhar card (**Mandatory**)
4. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers (if applicable)
5. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
6. 4 recent passport size photographs
7. Certificates/Mark sheet for 10th, 12th, Graduation, PG(If any)

S&P Capital IQ (India) Pvt. Ltd.
S&P House,
Behind Divya Bhaskar,
Opp. Orchid Woods,
Corporate Road, Prahaladnagar,
Ahmedabad 380051 India
T +91 79 4809 5000
spglobal.com
CIN - U72200TG1994PTC018719

To,
Shounak Biswas
JK Lakshmipat University

Date – Feb. 4th, 2020

Subject: Campus Letter

Dear Shounak,

As part of our Campus Hiring Programme, we are pleased to inform that the following student(s) graduating from your college in the year 2020 have successfully cleared the Campus Recruitment Process for the position of **Data Researcher I** at **S&P Global, Ahmedabad**.

Name

1. Ayushi Jasoria

As per our discussion, the date of joining will be decided at a later date (Considering the exam schedule & earliest joining) and individual employment letters will be issued accordingly.

The total earnings will be between INR 338,400 per annum (subject to statutory deductions prevailing from time to time), additionally will be eligible for-

- Gratuity as per Payment of Gratuity Act, 1972
- Life Insurance: You are insured up to 36 times your monthly base salary, with a minimum coverage of INR 500,000, in the unfortunate event of death.
- Personal Accident Insurance: You are insured up to 36 times your monthly base salary, with a minimum coverage of INR 500,000, in the event of death and total permanent disablement and dismemberment due to accidental causes.
- Medical Insurance policy provides coverage for up to 5 dependents, including parents. Insured up to a sum of INR 300,000 under the Company's medical insurance policy

Please get a copy of this letter signed by each student(s) (against their name) and return it to us as a token of acceptance. We appreciate your team's assistance and co-operation in making this campus hiring program a success.

Sincerely,



Authorized Signatory
For S&P Capital IQ (India) Pvt. Ltd.

S&P Global

Registered office: S&P Capital IQ (India) Pvt. Ltd. , Floor No. 19,20,21, Skyview 10, Survey No.83/1, Knowledge City, Raidurgam Village, Serlingampally Mandal, Hyderabad – 500081

Name: Dimpy Malhotra

Date: 23-01-2020

Address: 64, Old Govind Nagar, Ghaziabad

Letter of Offer

Dear Dimpy

Congratulations

We are Pleased to offer you the position of **Management Trainee** at Bubugao Communication Pvt Ltd. Your joining would be effective on **01-02-2020** based on completion of your joining formalities. After completion of the same you will get your Appointment letter.

Your Yearly CTC salary would be **INR 300,000 /-**, (Including PF/ESIC/BONUS/GRATUITY/PLI) breakup of the same is enclosed herewith. However, the nature of work may require some variation and extension of the working time.

This offer stands valid on submission of below mentioned documents on or before your joining date, to the HR Department.

- Three Pass- Port Size Photos
- Education Qualification Certificates (from Secondary till Post Graduation).
- Two ID proof with Address
- Bank Statement Last Six Months
- One Cancelled Cheque

Please sign this offer, as token of your acceptance.

We welcome you at vivo Rajasthan & we are confident you will be able to make a significant contribution to the success of our company and look forward to work with you.

For BUBUGAO COMMUNICATION PVT LTD.

Yours Sincerely



(Human Resource)

Declaration:

I **Dimpy Malhotra** accept the offer as outlined above.

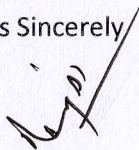
Name (Employee):; Signature; Date

PARTICULARS	MONTHLY	ANNUAL
BASIC	10,000	1,20,000
HRA	4,000	48,000
MEDICAL ALLOWANCE	1,250	15,000
CHILD EDUCATION ALLOWANCE	200	2,400
WASHING ALLOWANCE	200	2,400
CONVEYANCE ALLOWANCE	1,600	19,200
OTHER ALLOWANCE	2,750	33,000
GROSS	20,000	2,40,000
EMPLOYEE CONTRIBUTION		
PF	1,200	14,400
ESIC	153	1,836
NET SALARY (B)	18,647	2,23,764
EMPLOYER'S CONTRIBUTION		
PF	1,300	15,600
ESIC	663	7,956
GRATUITY	481	5,772
BONUS	583	7,000
PLI	-	23,672
CTC	-	3,00,000

PLI* Subject to performance as per company policies.

For BUBUGAO COMMUNICATION PVT LTD.

Yours Sincerely/



(Human Resource)

February 4, 2020

Mr. Hemendra Singh Shekhawat
JK Lakshmipat University
Jaipur

Appointment Advice

Dear Mr. Hemendra,

This has reference to the campus interview held on 23rd Dec'19. We are pleased to appoint you as **"Officer Trainee(OT)"** on the terms and conditions discussed and agreed by you 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 advised to report for duties on or before 15th March, 2020.

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

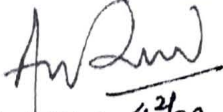
1. Copies of educational certificates
2. Copy of PAN and Aadhar Card.
3. One passport size photographs.

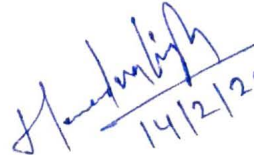
The above appointment is subject to your being medically fit by medical authorities nominated by us and also your antecedents verified and found to be satisfactory.

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

Thanking you,

For JK Paper Limited


Anil Dixit 4/2/20
Vice President -HR


14/2/2020

Accepted



ZS Associates India Private Ltd.
Tower A4, DLF World Tech Park
Sector 30, NH-8, Gurgaon - 122002 (HR)
T | +91 124 679 7000
F | +91 124 679 7001
www.zs.com

CONFIDENTIAL

18 March 2020

Rajul Kaushik
JKLU.

Dear Rajul:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Knowledge Management Associate, to be based in our New Delhi office. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 6,25,000, inclusive of basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. ZS reviews salaries each June, provided you were employed at ZS by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months. For salary details, please refer to Appendix 1.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 75,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive, which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

All bonuses are determined at the discretion of ZS, and are subject to standard withholding taxes.

Provident Fund: When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as



per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

Gratuity: After you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

In addition to components of the offer detailing direct compensation described above, this offer also includes elements describing non-cash benefits of employment with ZS. You will be eligible for all of the following benefits as of your start date with ZS. Benefits described are subject to taxes based on the prevailing government guidelines.

Annual Leave, Holidays and Sick Time: We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

Insurance: We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents; parents residing in the same household may also be added with a benefit co-payment. Additionally, ZS provides some preventive healthcare coverage (Executive Health Check, medications, mental health, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

Meals and Transportation: ZS provides meals during regular working hours and based on project needs. ZS also arranges shared daily commute transit for employees within defined geographic zones. For details please refer to Appendix 2.

Broadband access: ZS will provide a broadband allowance of INR 1,500 per month through payroll. We will also reimburse a one-time 'installation charge' of INR 500 against the receipt from your broadband service provider. We expect that you install a high-speed broadband connection at home to enable you to work remotely for project demands, and recommend at least a 2.0 MBPS wired connection. ZS retains the right to conduct random audits to ensure appropriate use of the allowance.

Finally, the following elements of your offer relate to logistics: getting you to ZS and getting you started.

Relocation: If you are relocating within New Delhi, ZS will provide you with relocation assistance if you wish to relocate from Zone 3 localities to Zone 1 or Zone 2. For more details, please contact Akanksha Jaiswal (akanksha.jaiswal@zs.com). If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.



Notice Period: ZS expects that experienced hires serve out their notice period with their current employer; however, ZS may opt to buy-out your notice period. If you do not start employment with ZS or then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to repay to ZS any buyout amount in its entirety.

Confidentiality and Employment Agreement: Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. For you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

ZStart and Orientation: New associates who begin employment between ZStart sessions participate in an office-based Orientation program to gain a basic understanding of ZS culture and work. The ZStart Academy program, held several times per year is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. Both sessions provide an excellent opportunity to get to know other new ZS associates.

Start Date and Formalities: We propose a start date of **06 April 2020**, contingent on your current employment arrangement. Please ensure that you report for work on the date indicated.

This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to bring the following:

- Original certificates of all educational qualifications, each with a scanned copy
- Adhaar Card
- Proof of age (Pan Card or Passport scanned copy)
- Relieving letter scanned copy (if employed)
- Scanned copy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

We are pleased by the prospect of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **22 March 2020**.

The elements of this offer are personal and specific to you and, accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

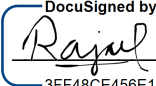


We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mohit Sood', with a horizontal line underneath.

Mohit Sood
Office Managing Principal

DocuSigned by:
Signature: 
3FF48CE456E1494..
Name as it appears on PAN card or passport: Rajul Kaushik
Date Signed: 20-Mar-2020 | 8:06 AM PDT



APPENDIX 1

Salary Break up Details

ZS Associates India Private Ltd.	
	Annual INR
ZS Gross	6,25,000
Basic	2,50,000
HRA	1,25,000
LTA	20,834
Special Allowance	2,29,166
Retirals	12,000
<i>Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)</i>	
Starting Bonus	75,000
Performance Bonus	62,500
<i>Maximum 10% of ZS gross salary; pay-out at the end of calendar year, depending on individual performance</i>	
Provident Fund	21,600
Employer's contribution to Provident Fund	
Cash Benefit	18,000
<i>Broadband Allowance (ZS will provide a broadband allowance of INR 1,500 per month, through payroll)</i>	

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months			Total = INR 4,50,000
	At the end of the Quarter of 18 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 42 th month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup/drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest-free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 4,00,000 for Associates, Associate Consultants, Consultants and Managers and INR 5,00,000 for Associate Principals and Principals. Employee can nominate up to five immediate dependent family members.
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 10,00,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on pro-rata basis



APPENDIX 2

Local Transport Service

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Service	
<p>We have divided the New Delhi region into 3 broad zones. This list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to the office from this location. This is the current transport arrangement and zoning; however, this arrangement may change in the future based on business needs.</p>	
Zone 1: Ideal	Entire Gurgaon region
Zone 2: Acceptable	<p>Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will <u>not</u> be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
Zone 3: No Service	Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.

JKTIL/HR/2020
17th March, 2020

Mr. Puneet Saraswat,
c/o. JK Lakshmipat University,
Jaipur,
RAJASTHAN.

APPOINTMENT ADVICE

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

You are advised to report to HR Department, JK Tyre & Industries Ltd., Patriot House, 3 Bahadur Shah Zafar Marg, New Delhi-110002, on 7th June, 2020.

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

- a) Copies of certificates of Educational / Professional qualifications
- b) Passport size photograph
- c) Photocopy of your PAN Card
- d) 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 & Industries Limited,



(Dr. Sudhansu Pathak)
Chief General Manager – HRD & OD



Date: 03rd February 2020

FORM 'A'

To,
Pooja Rathi
Bangalore

Dear Pooja,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: IndiQube Building, Ground floor

AMR Tech Park, Hosur Road

Bomanahalli, Bengaluru, Karnataka - 560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long-lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Diwakar Chittora
Chief Executive Officer

Date: 03rd February 2020

To,
Pooja Rathi
Bangalore

Dear Pooja,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be '**Inside Sales Manager**'.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs.5,40,000/- (Rupees Five Lakhs & Forty Thousand Only) . The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Health Insurance and Rs. 3,00,000/- Accidental Insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **April 06, 2020**. Your appointment will come into effect from your date of joining.

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week. After completion of 3 months you are eligible to take alternate Saturdays off.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your Incentives will be calculated on monthly basis.
- On achievement of the incentives, it will be disbursed only in the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Diwakar Chittora

Chief Executive Officer

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place:-----

Date:-----



Annexure 1

Name: Pooja Rathi

	Monthly Income	Yearly
Basic	16,400	196,800
HRA	7,000	84,000
Conveyance Allowance	1,600	19,200
Mobile bill	700	8,400
Broadband bill	700	8,400
Medical reimbursement	1,250	15,000
Special allowance	7,150	85,800
Professional Tax	200	2,400
Fixed Cost to Company	35,000	420,000
Performance Link Incentives	10,000	120,000
Take Home with incentives	44,800	
Yearly Performance Bonus		
Total Cost to Company		540,000
Considered 100% achievement of incentives		

Date: 24th Jan 2020

Dear Manvi Mehra,

Further to our discussion and rounds of interview, we are pleased to offer you the position of **Management Trainee at IndiaShelter.**

The fixed compensation being offered to you is of **Rs. 2,50,000 (Rupees Two Lakh Fifty Thousand)** along-with you are being enrolled for a **Leadership Enhancement and Appreciation Program (LEAP)** of **Rs. 1,00,000 (One Lac)** to be paid on successful completion of One year Training Program and subjected to your performance rating after an year. LEAP will be payable upto Rating- 3(LEAP will not be paid to Rating-4 or in case of training program extension). A copy of your compensation structure is enclosed for your reference.

As discussed you are required to join by the 01st of Apr 2020. Request you to please keep us informed on the same for your joining formalities.

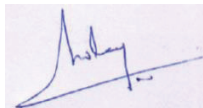
You would need to report at our Corporate Office on the day of your joining.

During employment with the company you may be posted / transferred to any location / department / division of the company as per the company's requirement.

Your regular appointment letter, giving the details of the terms and conditions of your employment, will be issued to you upon your joining the organization and on completion of your joining formalities. This offer is subject to the Educational and other Background Checks.

We wish you all the very best for a bright and rewarding career with India Shelter Finance Corporation Ltd.

For India Shelter Finance Corporation Limited



Nilay
Head-HR

Contact detail for any queries:

Team: HR

Number: 0124-4131807/ 830/892/893/894

E-mail: hr2@indiashelter.in / hr@indiashelter.in

Compensation Structure	
Year	2020 - 21
Fixed Compensation	2,50,000
LEAP (Leadership Enhancement and Appreciation Program)	1,00,000
Total Guaranteed Cash	3,50,000
Note : 1. LEAP Pay out –Post successful completion of a program.	

PT amount can be deducted based on location as per govt rules.

COMPENSATION STRUCTURE			
Component	Amount (in INR p.a.)	Maximum Limit	Description of the components of the compensation structure
CTC (Cost To Company)	2,50,000		Cost To Company
Base	1,25,000	50% of CTC	This amount is paid to the employee along with the monthly payroll.
HRA	89,757	Balance after reducing all items above from CTC.	CTC-Rest Components
Stat Bonus	11,508	8.33% of Basic*	This amount is paid to the employee along with the monthly payroll.
Provident Fund	16,381	12% of Base+Stat	Employer's Contribution to PF
Gratuity	0	4.81% of Base	Gratuity shall be payable on separation of the employment only after completion of 5 years of continuous service and the payout will be based on the employee's last drawn base salary
ESI	7,354	3.25% of Gross	Employer's Contribution to ESI
BENEFITS			
Group Term Life Policy	4 Times CTC		The Company covers all its employees with a Group Life Insurance Scheme for a sum assured that is a function of your CTC. In case of death, your nominee gets the sum assured from the Company.
Group Personal Accidental Policy	4 Times CTC		The Company covers all its employees with a Group Personal Accidental Scheme for a sum assured that is a function of your CTC. In case of accident, you get the sum assured from the Company.
Illustrative monthly Take Home salary (Pre-Tax)			
Base	10,417	PF	1365
HRA	7,480	ESIC	141
Stat Bonus	959		
Total Earning	18,855	Total Deductions	1506
Net Take Home (Pre-Tax)	17,349		
Disclaimer: Please check the identity of the person making offer before accepting the offer. ISFC will not be responsible for any offer accepted without checking the same.			

I confirmed that all comment made to are contained in this letter and I accepted the same.

Please Note: The offer stands terminated in case of negative Cibil, FCU and CPV reports & the final appointment is subject to positive supporting documents and BGV Reports.

India Shelter Finance Corporation Limited

Registered office – 6th Floor, Plot No 15, Institutional Area, Sector 44, Gurgaon, Haryana-122002

CIN: U65922HR1998PL042782, Phone No +91-124-4131807

E-mail: customer.care@indiashelter.in, Website: www.indiashelter.in

Management Trainee Program-Terms and Conditions

Dear Manvi Mehra,

IndiaShelter Management Trainee Program is slowly coming to be recognized as credible & powerful training program for its general professionalism, skill development, work habits & housing finance specialization. We do hope that our attention took many aspects of developing a well-rounded manager, right from grooming to specialized skills which has benefited you and built a foundation for your career.

Recognizing the high value professionals that we are developing, other companies are trying to lure our trainees into their organization. IndiaShelter has been generous & employee friendly in its notice period and HR policies. This will continue but as a professional organization, we have to look at our interests and ensure that our investments in you & your training is not wasted. Competition should not take advantage of the investment that we have made in building future talent pool. To protect our interest, all management trainees are requested to sign a bond containing inter-alia the following conditions:

- 1) In 1st year, you can exit the company after serving 1-month notice period.
- 2) In 2nd year of your career as a MT, you can exit by paying rupees 1 Lacs to defray the investment IndiaShelter has made in your training in the first year.
- 3) In the 3rd year, a management trainee can exit by serving 3 months notice period.
- 4) From 4th year onwards there will be no monetary obligation on any MT & they can exit as per the employment conditions prevailing.

Congratulations on having performed/ selected and learnt about our value system, our business & how to be a professional. We look forward to having you with us for a long & a successful career.

Regards,



Anil Mehta
CEO & MD
IndiaShelter Finance Corporation Ltd.

TERMS OF THE BOND

THIS AGREEMENT is made between **Manvi Mehra** and India Shelter Finance Corporation Ltd. with registered office at. 6th Floor, Plot no.15, Sector-44, Gurgaon (hereinafter called the “company”) of the one part and **Manvi Mehra** (Hereinafter called the “Employee”) of the other part.

WHEREAS

The Company has appointed **Manvi Mehra** as a Management Trainee and the Employee has agreed on the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follow:

- 1. Manvi Mehra** is subject to the provisions made hereinafter, for the term of 3 Years from the date of joining.
- 2.** The Employee shall perform such duties and exercises such powers as may from time to time be assigned to or vested in him by the company.
- 3.** The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
- 4.** If any employee wants to resign in between contract period, following conditions will be applicable as per their tenure in India Shelter:
 - 4.1) In 1st year, employee can exit the company after paying 1-month notice period.
 - 4.2) In 2nd year of your career as a MT, employee can exit the company by paying Rs. 1 Lac to defray the investment India Shelter has made in your training in the first year.
 - 4.3) In the 3rd year, employee can exit by serving 3 months notice period.
 - 4.4) From 4th year onwards there will be no monetary obligation on any MT & you can exit as per the employment conditions prevailing.
- 5.** The company may terminate this agreement at any time before the expiry of the stipulated term by giving 30 days notice in writing. The company can terminate your contract any time if you:
 - 5.1) Commit any material or persistent breach of any of the provisions contained.
 - 5.2) Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

Manvi Mehra



Mr. Nilay
HR-Head

India Shelter Finance Corporation Limited

Registered office – 6th Floor, Plot No 15, Institutional Area, Sector 44, Gurgaon, Haryana-122002

CIN: U65922HR1998PL042782, Phone No +91-124-4131807

E-mail: customer.care@indiashelter.in, Website: www.indiashelter.in

Date: 3rd June, 2020

To,
Mr. VISHAL DUTT SINGH
Bharahapura, Bharha Para
Gonda, Uttar Pradesh 271124



OFFER OF TRAINING

Dear **Mr. Vishal,**

With reference to your application and the subsequent interview you had with us we are pleased to appoint you as **Management Trainee in Sales Department** at our Jaipur-Mansarovar branch for a period of **12 months commencing from 30th June 2020** at a consolidated stipend of **Rs. 40,000/- (Forty Thousand Only) per month.**

Your training is subject to the following terms and conditions.

1. Your offer is subject to successful completion of your current degree with minimum 60% marks.
2. During the training period you are required to undertake all duties and activities as assigned to you by your supervisor and Head of the department.
3. During the training period you will not act in a manner prejudicial, to the interest of the management of establishment.
4. You will be entitled to all the benefits as suitable to your grade.
5. Mobile CUG Connection will be provided by the Company as per policy.
6. Contribution for Medical Claim Policy & Professional tax shall be deducted as per rules.
7. On successful completion of 12 Months training period from your DOJ, your employment will be confirmed based on the performance & will be subject to the decision of management. At the time of confirmation you will be promoted as Assistant Manager or any equivalent position.
8. This offer of training is subject to you being found medically fit by the company's doctor or any other medical practitioner duly authorized by the company.
9. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
10. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
11. Your Notice Period during training will be of one month either side. Post completion of one year Employment contract, notice period will be as per the company policy or designation assigned.
12. It is a specific condition that if at any time during your training, it is established that you have been absorbed as a trainee under false pretense or on basis of false information or whatsoever; your training may be terminated immediately without any notice or without any payment in lieu of notice.
13. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or key s, Visiting Card, any other official belonging, etc., to the concerned department.
14. During initial 24-month you will be asked to render your services at 4 different locations across India for a period of 6-month at each location or as per Business requirements.

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually advantageous relationship.

Yours faithfully,

For **AAVAS FINANCIERS LIMITED.**

Human Resource Department

Acceptance

I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.
I accept and undertake to abide by the said terms and conditions.

AAVAS FINANCIERS LIMITED
(Formerly known as "Au HOUSING FINANCE LIMITED")
An ISO 9001:2015 Certified Company
CIN NO.: L65922RJ2011PLC034297

SIGNATURE.....DATE.....PLACE.....

Ref: HRD: 2020/04

March 12, 2020

Mr. Vishnu Agarwal

Priya Enterprises

Nr Nagar Palika Park,

Kotputli 303108

Letter of Intent

Dear Vishnu,

This has reference to your application and subsequent discussion with us. We are pleased to offer you the role of “**Care Operations Officer**” in Samarth.

You are advised to join us on or before 1st April, 2020. In case you fail to join your duties by the date mentioned, the management reserves the right to cancel your appointment. You will be based in Delhi NCR. Your compensation will include a fixed remuneration of Rupees Thirty Five Thousand per month and a performance linked bonus of upto Rupees Sixty Thousand on completing full year of employment, resulting in a target annual compensation of Rs. 4.8 Lakhs.

Prior to full employment, you will undergo three (3) months of training during which a stipend of Rs Twenty Five Thousand per month will be paid to you.

Please send us the acceptance within 3 days of receiving this offer letter, failing which this offer will stand cancelled.

We welcome you to Samarth and look forward to working together to build the most trusted brand and organization for senior market in the country.

Please sign a copy of this letter confirming your acceptance of our offer.

Sincerely,



Gaurav Agarwal

Co-founder



Annexure

This refers to our Letter of Intent dated March 12, 2020 for the position of **Care Operations Officer**.

Please submit the following documents at the time of your joining:

1. Photocopy of your date of birth certificate.
2. Photocopy of your educational qualification certificates
3. Photocopy of PAN Card
4. Photocopy of permanent address proof
5. One recent passport-size photograph – Self
6. Copy of Cancelled cheque for the account where you need the salary transferred

Please bring your original educational certificates with you for verification.

Thanking you,

For ***Samarth Life Management Pvt. Ltd.***

A handwritten signature in purple ink, appearing to read "Gaurav".

Gaurav Agarwal
Co-founder



AIC-JKLU Foundation

Engineering Block, JK Lakshmipat University, Near Mahindra SEZ, Ajmer Road,
Mahapura, Jaipur, Rajasthan- 302026

Ref. No. AIC-JKLU/2020/007

Date: March 11, 2020

Ms. Pooja Sharma
C/o. JK Lakshmipat University
Jaipur - 302026
Mobile: 7737839131
Email: sharma.pooja1607@gmail.com

Dear Ms. Sharma,

We are pleased to appoint you as **Assistant Manager** in the **AIC-JKLU Foundation** on contractual basis for **one year**.

You will be paid a consolidated salary of Rs.30,000/- and variable amount of Rs.5,000/- (as per Foundation policy) per month.

You are required to join the Foundation at JKLU Jaipur Campus on or before **01.04.2020**.

At the time of joining, you are required to produce the certificates and mark sheets of the examinations, work experience certificate, etc.

You will be governed by the rules in force at the Foundation as applicable to you from time to time.

Your services can be discontinued with a one month notice to that effect from either side.

We wish you all the success in the assignment.

With regards,



(R. L. Raina)
Director

Copy to: Service File
 Accounts Section

The Offer and its Terms and Conditions are acceptable to me.

Signature with Date

AIC-JKLU Foundation

Engineering Block, JK Lakshmipat University, Near Mahindra SEZ, Ajmer Road,
Mahapura, Jaipur, Rajasthan- 302026

Ref. No. AIC-JKLU/2020/007

Date: March 11, 2020

Ms. Pooja Sharma
C/o. JK Lakshmipat University
Jaipur - 302026
Mobile: 7737839131
Email: sharma.pooja1607@gmail.com

Dear Ms. Sharma,

We are pleased to appoint you as **Assistant Manager** in the **AIC-JKLU Foundation** on contractual basis for **one year**.

You will be paid a consolidated salary of Rs.30,000/- and variable amount of Rs.5,000/- (as per Foundation policy) per month.

You are required to join the Foundation at JKLU Jaipur Campus on or before **01.04.2020**.

At the time of joining, you are required to produce the certificates and mark sheets of the examinations, work experience certificate, etc.

You will be governed by the rules in force at the Foundation as applicable to you from time to time.

Your services can be discontinued with a one month notice to that effect from either side.

We wish you all the success in the assignment.

With regards,



(R. L. Raina)
Director

Copy to: Service File
 Accounts Section

The Offer and its Terms and Conditions are acceptable to me.

Signature with Date

March 12, 2020

LETTER OF INTENT

Dear **KARAN SHARMA,**

Further to our discussions with you, we are pleased to offer you a job opportunity with us. The term and conditions of your job offer have been detailed below.

Position Offered	Sales Manager
Gross Remuneration	6,00,000/-
Date of Joining	14-April-2020
Reporting	Ankita Yadav

This offer is valid, subject to all information, facts and figures provided by you, during your discussions

With our company representatives, being accurate.

By accepting this offer letter, you hereby authorize to report on the above mention date.

In case you do not report on the said date, this offer will stand cancelled.

In the light of the above, you are requested to submit all **Mandatory Documents** as stated in **Annexure-A**.

We trust that you have provided to the Company, correct declaration & have not wilfully suppressed any material information. If you have, the Company reserves the right to terminate your services or revoke this offer letter with immediate effect without any notice or payment forthwith. Please note that you are required to inform the Company if there are any agreements, oral or written, which you have entered into previously.

Annexure A: Mandatory Documents

1. All education passing certificates and degrees (front and back page) along with mark sheet
2. Date of Birth Certificate/ Proof
3. Experience / Relieving certificate from last employers (if applicable)
4. Appointment Letter issued from your current company (if applicable).
5. Salary slips/Bank Statement for past 3 months (if applicable)
6. Last increment letter (If applicable)

ADDRESS: 1st floor, A-82, SECTOR 63, NOIDA (201301)

CONTECT NO: 01204572483

Website: www.investosure.in ; **Email ID:** hrteam@investosure.in

7. Copy of resignation letter submitted with current company
8. 5 passport size colored photographs
9. Relieving letter from previous company
10. Copy of PAN Card, copy of valid passport (or any other photo id and address proof)
11. Copy of this letter
12. Cancelled Cheque

The '**Letter of Appointment**' detailing the terms and conditions of your employment will be issued to you at time of joining only on completion of Joining Formalities.

Any request for change in your joining date must be sent to **HR** at least 3 working days prior to your original date of joining. We have specific, planned weekly joining days; hence you are requested to report for joining at the informed time failing which we will have to defer your joining date.

In case you need any clarifications regarding your job, salary, or any policy, please connect with **HRTeam** on hrteam@investosure.in or 0120 457 2483

Looking forward to your being a valuable member of **investosure** family!!!

Yours sincerely,

Signature:

Ankita Yadav

Human Resource Department

ankita.yadav@investosure.in

Contact no: 9773876644

Accepted and Agreed

I accept the term of employment.

Sign: _____

Date: _____

ADDRESS: 1st floor, A-82, SECTOR 63, NOIDA (201301)

CONTACT NO: 01204572483

Website: www.investosure.in ; **Email ID:** hrteam@investosure.in

Date: 14th Oct, 2019

Sub: Offer of Employment

Dear Mr. Kartikay Sharma,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

On successful completion of your training, **INR 2,55,000 – INR 3,24,000 per annum (Rupees Two Lakhs Fifty-Five Thousand to Three Lakhs Twenty-Four Thousand per annum) based on performance**. Even during the training cycle, you shall be paid a sustenance allowance of INR 12000 per month which shall primarily cover your conveyance, lodging and boarding expenses.

You shall be also undertaking a Service Level Agreement includes training and additional 2 years post completion of your training cycle.

A detailed appointment letter shall be issued on your joining the organization. We request you to return the enclosed duplicate copy of this letter as a token of acceptance of this offer letter

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the organization. You will, therefore, be required to sign a "Code of Conduct and Non-Disclosure Agreement" of our organization at the time of your joining the organization.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Kartikay Sharma
Read, Received and Accepted.

VSPL/HR/OL/32

01-Jul-2020

Saransh Gupta
Sheikhpura Kadeem
Saharanpur-247001, (UP)
Contact - +91 – 9568364252
Email Id: saranshg007@gmail.com

OFFER LETTER FOR THE POST OF EXECUTIVE**Dear Mr. Saransh Gupta,**

With reference to your application and the subsequent interaction/ interview, regarding employment with Voyants Solutions Pvt. Ltd., we are pleased to make a formal offer of employment to you. We trust that your knowledge, skills and experience will be among our most valuable assets.

We are pleased to offer you the post of Executive (EMS) in our organization as per following details:-

1. **Designation:** Executive.
2. **Department:** Environmental Management Services (EMS).
3. **Location:** Your place of posting shall be at VSPL, Corporate Office at Gurgaon.
4. **Reporting:** You will report to **Head- EMS**.
5. **Job Description:** Will be given to you on joining the company.
6. **Compensation:** Your Cost to Company (CTC) shall be Rs. 25,000/- (Rupees Twenty Five Thousand) per month, which is inclusive of Rs 1,000/- per month of retention pay to be paid on completion of one year service with the company.
7. **Incentive and Benefits:** As per company policy framed from time to time.
8. **Terms and Conditions:** Other terms and conditions shall be as per the Appointment Letter, which will be issued to you after your acceptance and joining our company.
9. **Joining:** You shall be required to join us on or before **08- July- 2020**.
10. **Notice Period:** Your appointment with the company/organization would be terminable with fifteen days (during probation)/ one month (after confirmation) notice or notice pay in lieu on either side.

Voyants Solutions Private Limited

403, 4th Floor, Park Centra, Sector – 30, NH – 8, Gurugram – 122 001, India
Tel: +91-124-4598200 (30 Lines), Fax: +91-124-4019051, E-mail: info@voyants.in, Website: www.voyants.in

Gurugram | Hyderabad | Kolkata | Chennai | Mumbai | Bhopal | Bengaluru



(2)

11. Statutory Compliances: Gratuity, PF, ESIS, Taxes e.t.c will be applicable as per Government rules and Company policy from time to time.

12. Submission of Documents: On the date of joining, you are requested to submit the following documents:

- (a) Copy of PAN Card.
- (b) Copy of relevant educational qualification and professional qualification certificates.
- (c) Copy of Registration Certificate issued by the Professional Bodies/Institutions (e.g The Institution of Engineers India, (IEI), Council of Architecture, Indian Association of Structures (IAS) etc (if applicable).
- (d) Copy of residence proof.
- (e) Copy of birth proof certificate.
- (f) Copy of experience certificate /relieving letter from the previous employer.
- (g) Proof of last salary details/CTC from the previous employer.
- (h) Copy of TDS certificate/Form-16 from the previous employer if applicable.
- (i) Declaration on Form-11 with respect to PF.
- (j) 4x passport size photographs.

We thank you for your interest in working with us and wish for a fruitful and long lasting association with the organization.

Thanking you,
Yours Sincerely,
For **Voyants Solutions Pvt Ltd.**



Col VS Vats
Head-HR

The duplicate copy of this letter may please be signed and returned as a token of acceptance.

Signature_____ & Date_____

Voyants Solutions Private Limited

403, 4th Floor, Park Centra, Sector – 30, NH – 8, Gurugram – 122 001, India
Tel: +91-124-4598200 (30 Lines), Fax: +91-124-4019051, E-mail: info@voyants.in, Website: www.voyants.in

Gurugram | Hyderabad | Kolkata | Chennai | Mumbai | Bhopal | Bengaluru

**PATEL TEJASKUMAR NANUBHAI**

Pitha- Padariya , Valsad- 396045

Email :- mitejas44@gmail.com

Phone:- (M) 8141525697,6352077737.

Sub.: Letter of Appointment

Dear Mr. Patel Tejaskumar Nanubhai,

Further to our earlier discussion, we are pleased to appoint you as Advisory Support (Junior-Middle Level Manager) in our organization on following terms and conditions.

1. Your duties and responsibilities shall be as assigned to you by the competent authority of the company from time to time. Presently, you will look after all the matters related to (EHS) for **ANAR CHEMICALS LLP. Factory at Plot No.12 & 14, Phase-1,Industrial Estate,Vatva,Ahmedabad-382445.**
2. Your appointment has commenced from effect from 25th June 2020.
3. You have been appointed on probation for a period of 3 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, if your performance, behaviour or conduct do not found satisfactory, you will be terminated by company without any notice, without assigning any reason whatsoever and without any compensation.
4. However, if the performance level does not meet the acceptable standard, the company reserves its right to extend the period of probation beyond six months. However, there will be no automatic confirmation as a matter of right and till such time your services are confirmed in writing and communicated to you, your services will be continued to be on probation.
5. On completion of Probation and written confirmation 1,000 Rs. Will be added to basic making your Total CTC to be 15,000 Rs. Incentive on performance is based on work and acceptance of work assessment.
6. Your consolidated salary breakup is as under:

Sr. No.	Particulars	Amount (Rs.)
1.	Basic	10,000.00
2.	HRA	8,000.00
3.	Conveyance Allowance	2,000.00
4.	Medical Allowance	1,000.00
5.	Education Allowance	1,000.00
	Total	22,000.00
6.	Ex.-Gratia (Bonus)	3,000.00
	CTC (Total)	25,000.00
7.	Incentive (Performance Base) Monthly.	5,000.00

Remuneration will be paid by NEFT to you on 10 to 15th of every month

7. You are liable to be transferred to any of the company's location / offices / associate companies existing or to be started in future, anywhere, at the sole discretion of the company.
8. All disputes arising in respect to your employment, non-employment, terms & conditions of employment shall be subject to the jurisdiction of competent authority/courts situated at the Ahmedabad.



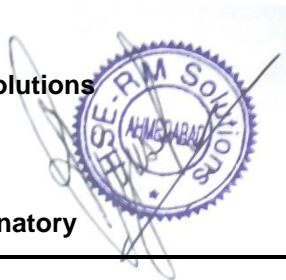
9. During the period under employment, in case you wish to leave our employment you will be required to give three months' notice in writing or one months' salary in lieu of the notice.
10. In-case your service are no longer required, the company retains the right to terminate your services at any time, without assigning any reasons, by giving you one month notice or one month salary in lieu of notice with immediate effect.
11. In case you remain absent for a continuous period of 6 days including leave granted and when you over stayed further for a period of 6 days without intimated, it would make you to lose your lien on the service and the same shall automatically come to an end without any notice or intimation. **AS SECURITY COMPANY REQUEST YOU TO SUBMIT TILL YOUR PROBATION ONE SIGNED BLANK CHEQUE OF YOUR SALARY AMOUNT. IF YOU LEAVE THE COMPANY WITHOUT INTIMATION AND NOTICE PERIOD YOU WILL BE LIABLE TO PAY 2 MONTH SALARY AS OPPORTUNITY LOSS TO THE COMPANY.**
12. Any rules, regulation and orders promulgated by the company and applicable to employees of level / cadre will also be applicable to you.
13. During your employment with company, you will not divulge or make known any information, secret processes or any information in any way whatsoever relating to the company or its business to any customer and/or any other business associates or any competitors. If any time, it is found that you have not conformed to these requirements, you will be liable to summary dismissal.
14. The assignment offered to you is a whole-time assignment and you will not undertake any other business / work/ assignment either on remuneration or in an honorary capacity. You will not appear in any examination or test without express or prior permission of the management.

Please confirm your acceptance of this appointment letter on the above-mentioned terms and conditions by signing and returning the duplicate copy of this letter.

We welcome you to HSE RM Solutions and assure that we will work together and succeed.

Thank you,

For: **HSE RM Solutions**



Authorized Signatory

Declaration

I Accept the employment and the terms and conditions mentioned in the aforesaid letter. I have understood the same in the language known to me.

Name: Patel Tejaskumar Nanubhai

Signature.

Date: _____

Place: _____



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Anisha Goyal · 2nd

Actively looking for opportunities

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

186 connections



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Prish Infotech

JK LAKSHMIPAT UNIVERSITY

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Vahid Solanki · 3rd

Php laravel developer at Turaco soft

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Sakshi Saxena · 3rd

Actively Looking For Better Opportunities.

Message



Mahaveer S. · 2nd

Looking for job change

Connect



Pushkar Raj Saini · 3rd

Full Stack Developer at Stegpearl



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9

2

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Hey, I am currently working as a PHP developer at Prish Infotech, Jaipur. I graduated from JK Lakshmipat University, Jaipur and actively looking for an opportunity

Activity

188 followers

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

[See all activity](#)

Experience

PHP Developer

Prish Infotech · Full-time

Jan 2020 – Present · 1 yr 5 mos

Jaipur, Rajasthan, India



CODE NAMASTE

Internship Trainee

Code Namaste Technology Pvt. Ltd.

May 2018 – Jun 2018 · 2 mos

Jaipur Area, India

Education

JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology, CSE

2016 – 2020

Skills & endorsements

Pe



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LEARNING

Ad



Messaging 2



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Rachit Singodia · 2nd

Mechanical Engineer

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

46 connections



You both know Karan Gupta, Shivank Singh and 2 others

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JK Lakshmi Cement Ltd.

JK LAKSHMIPAT UNIVERSITY

About

Completed internship in Jk lakshmi cement and also in Leeboy India pvt.ltd.

... see more

Activity

46 followers

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



People also viewed



Krishna Verma · 3rd

Senior Officer (Procurement) at JK Lakshmi Cement Ltd.

Connect



Abhishek Sankhla · 2nd

Mechanical Engineer

Connect



Vishnu Kant · 3rd

Assistant Engineer at SS FOOD INDUSTRY (BONN)

Message



Nadeem Khan · 2nd



Messaging 2



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Experience



Internship Trainee

JK Lakshmi Cement Ltd.

Jan 2019 – Present · 2 yrs 5 mos

Sirohi Area, India

Education

JK LAKSHMIPAT UNIVERSITY

BTech - Bachelor of Technology, Mechanical Engineering

2015 – 2019

Skills & endorsements

Customer Service

Microsoft Excel

Microsoft Word

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Interests



Tata Motors

2,404,455 followers



Cummins Inc.

539,603 followers

Pe



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Deep Contractor

Associate Data Scientist at Celebal Technologies



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Messaging ²



Notifications ²⁹



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Manvi Sharma · 2nd

Researcher at S&P Global Market Intelligence

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

249 connections



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S&P Global Market Intelligence

JK LAKSHMIPAT UNIVERSITY

Highlights

Reach out to Manvi for...

Investing, Mentoring, Paid consulting.

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Anisha Pareek · 2nd

Summer Intern at Investosure Pvt. Ltd.

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Pooja Rathi · 2nd

MBA| Assistant Operation Manager at SNK Rolling Bearings (Dubai) | Aspiring...

+ Follow



Sakshi Kothari · 2nd

Student at JK LAKSHMIPAT UNIVERSITY

Connect



Harshal Jaju · 1st

Final year student currently looking for



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Activity

249 followers

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

[See all activity](#)

Experience



Researcher

S&P Global Market Intelligence · Full-time

Aug 2020 – Present · 10 mos

Ahmedabad, Gujarat, India



Internship in HDFC bank

HDFC Bank · Internship

Jun 2019 – Jul 2019 · 2 mos

India

I enjoyed making professional relationships with people and build confidence while interacting with people.



Internship Trainee

JK LakshmiPat University, Jaipur · Internship

Oct 2018 – Dec 2018 · 3 mos

Jaipur Area, India

- Worked in admission department.
- Developed communication skills and pursuing abilities.

Pe



A Computer Science Engineering Student
at JK LakshmiPat University

[Connect](#)

Messaging 2



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JK LAKSHMIPAT UNIVERSITY

BCom - Bachelor of Commerce, banking and finance

2017 – 2020

Volunteer experience

Core Member

Saksham Foundation

Sep 2017 – Present • 3 yrs 9 mos

Education

Saksham Foundation is NGO started by Me and my partners of Jk Lakshmipat university, in which we are helping underprivileged children by providing them "Roti, Kapda or Gyan. We are continuously working from since last 2 years and as our upcoming Saksham Foundation motive of spreading awareness about education and raising fund for the benefits of underprivileged children.



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Paritosh Prasad • 2nd

Executive at AIC-JKLU
Jaipur



13 shared connections

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Posts



AIC-JKLU

592 followers

1yr •



...to and interact with renowned psychologists from across the globe!
Come one. Come all. Registration Link <https://lnkd.in/gR4BBsi> Zoom
Link <https://lnkd.in/gcDJXJ9> +91 7014527856 Arihant Ja ...see more



2

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Aakash Gehlot · 2nd

Administrator Birla international school sojat

Rajasthan, India · [Contact info](#)

74 connections



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73 followers

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

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Education



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Utkarsh Sharma · 2nd

Second Year Computer Science Student |
Aspiring Data Analyst | Java App Developer

Connect



Jagesh Pal Singh · 2nd

digital maketing at SEO Discovery Private
Limited

Connect



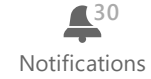
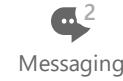
Nikhil Jhanwar · 1st

Message



Shikhar Singh · 2nd

Messaging 2



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Abhijeet Bajpai · 2nd
Software Developer at Sportsmatik
Jaipur, Rajasthan, India · [Contact info](#)

177 connections



You both know [Rishi Gupta](#), [Rajat Mathur](#) and 10 others

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Sportsmatik

JK LAKSHMIPAT UNIVERSITY

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International Olympic Committee – IOC
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158,036 followers

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FIFA
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215,290 followers



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Viral Natani · 2nd
Software Engineer Intern at RoboMQ

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Alind Sharma · 2nd
Flutter Developer at TED Consulting

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Ajay Kumar Choudhary · 2nd
Graduate Engineer Trainee at Watermate technologies (P) Ltd

Message



Rajat Nebhnani · 2nd
Technical Service Engineer at JK Tyre & Co



Messaging 2



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You both worked at JK LAKSHMIPAT UNIVERSITY

You both worked at JK LAKSHMIPAT UNIVERSITY in August 2018

[Say hello](#)

About

Enthusiastic Full Stack Developer looking for an opportunity to work in the field of Web Development and explore its possibilities in the modern world.

[... see more](#)

Featured



Abhi2707 - Overview

GitHub

Computer Science Student at JK Lakshmipat university Jaipur . -
Abhi2707

Activity

176 followers

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

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Software Developer

Sportsmatik · Full-time

Sep 2020 – Present · 9 mos

Kanpur Uttar Pradesh India



Summer Internship

Emulate Infotech Private Limited

May 2019 – Jun 2019 · 2 mos

Lucknow Area, India

Worked as a Web designer and Developer.



20190804_210401.jpg



JK Lakshmipat University, Jaipur

4 mos

Website Developer

Feb 2019 – Mar 2019 · 2 mos

Jaipur Area, India

- Developed website for National level Sports-Fest, Spardha at JK Lakshmipat University.



Spardha 2019 | National
Level Sports Fest

Website Developer

Dec 2018 – Jan 2019 · 2 mos

Jaipur Area, India

Developed Website for Workshop At JK Lakshmipat University.

<http://epblworkshop2019.jklu.edu.in>

<https://github.com/Abhi2707/Epbl>



Messaging 2



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Education

JK LAKSHMIPAT UNIVERSITY

Bachelor's degree, Computer Science

2016 – 2020

Licenses & certifications



Application Security Engineer - Explorer Award for Students 2017 - 2019

IBM

Issued Apr 2019 · No Expiration Date

[See credential](#)



Cloud Application Developer 2018 - Mastery Award for Students

IBM

Issued Dec 2018 · No Expiration Date

Credential ID https://www.youracclaim.com/badges/29505b31-9d6d-49de-8bf5-913ee0c3ff95/linked_i



Cloud Application Developer 2018 - Explorer Award for Students

IBM

Issued Nov 2018 · No Expiration Date



Messaging 2



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Me



Work

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Abhishek Sharma · 2nd

Project Engineer at Unistal System Private Limited

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

438 connections



You both know Umesh Gupta, Kartikay Sharma and 9 others

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Unistal Systems Pvt. Ltd.

Ajmer

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Accenture

Page • Information Technology &...
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Shyam Sundar Gupta · 3rd

Open to work for a new opportunity in
desktop support, Hardware support, Print...

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Technical Sales Representative at Quattro
Global

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Ashish Arora · 3rd

Inside Sales Executive, Business
Development, Business Consultant

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Messaging 2



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myself Abhishek Sharma.

I consider myself a responsible, creative, good interpersonal relation skills, ability to work in team, ability to work in high pressure.

Activity

437 followers

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

[See all activity](#)

Experience



Project Engineer

Unistal Systems Pvt. Ltd.

Apr 2018 – Aug 2020 · 2 yrs 5 mos

Noida Area, India

Internship Trainee

mikuni india pvt

Dec 2016 – Jun 2017 · 7 mos

neemrana



Data Managing Ninja

EngiologY

Jan 2015 – Jul 2015 · 7 mos

Education

Ajmer

High School, Science & maths



Pe



Naman Choubey

Campus Ambassador at Viral Fission

[Connect](#)



Messaging 2



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D.A.V Centenary public School , Ajmer

Science & maths

Activities and Societies: Football, Cricket, cultural events

Volunteer experience



In Promotion, In Managing Event

JK Lakshmipat University, Jaipur

Skills & endorsements

Microsoft Office · 3

Rachit Agarwal and 2 connections have given endorsements for this skill

Management · 2



Endorsed by Dharmendra Chawda, who is highly skilled at this

Customer Service · 1

Mohit Gupta has given an endorsement for this skill

Show more ▾

Accomplishments

3

Languages

English • Hindi • Punjabi



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Alind Sharma · 2nd

Flutter Developer at TED Consulting

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

446 connections



You both know Vishal Gupta, Rajat Mathur and 10 others

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About

Flutter || Android || iOS || Mobile Apps ||

... see more

Activity

438 followers

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



TED Consulting

JK LAKSHMIPAT UNIVERSITY

Ad ...



Find a company that needs your skills.

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People also viewed



Himanshu Rathore · 2nd

React Native Developer at Evince Development

Connect



Ritwik R. · 2nd

Graduate Engineer Trainee at Grupo Bimbo India (Harvest Gold Industries Pvt. Ltd.)

Connect



Jogendra Choudhary · 2nd

Vlocity Developer | Salesforce LWC Developer | Frontend Developer

Connect



Messaging 2



10

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Experience



Flutter Developer

TED Consulting · Full-time
Aug 2020 – Present · 10 mos
Noida, Uttar Pradesh, India



Flutter Developer Intern

INFIDIA E-commerce · Full-time
Jan 2020 – Jul 2020 · 7 mos
Jaipur

Intern

Silverwing Technologies PVT LTD.
May 2018 – Jun 2018 · 2 mos
Ahmedabad

Education

JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Computer Science
2016 – 2020



Dalimss Sunbeam School - India

Higher Secondary Examination, PCM
2013 – 2015



Dalimss Sunbeam School - India

Senior Secondary Examination
2011 – 2013



Pe



Deep Contractor

Associate Data Scientist at Celebal
Technoloaies



Messaging 2



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Work

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Ayush Dadhich · 2nd
QA Engineer at Metacube Software Pvt Ltd
Rajasthan, India · [Contact info](#)

500+ connections



You both know Vishal Gupta, Rishi Gupta and 15 others

Connect

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Metacube Software Pvt Ltd

JK LAKSHMIPAT UNIVERSITY

People and pages related to Ayush

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1,439,228 followers



People also viewed



Anuraj Maru · 3rd

Software Quality Assurance Tester at
Pebibits Technologies

Message



Tanuj Kumar · 1st

SDE at StarApps Studio | Front End and
Back End Specialist | Java, Laravel, NuxtJS,...

Message



Anamika Agrawal · 2nd

Data Analyst

Connect

Swati B · 2nd



Messaging 2



9

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Good knowledge of Understanding and Analyzing Test Requirements, tracking changes, and maintenance of Test Requirements. Well acquainted with all phases of SDLC and STLC. Proficient in devising all the artifacts of testing such as Test Scenarios, Test Cases, Defect Reports and Test Summary reports.

Activity

626 followers



Thank you very much sir 🙏

Ayush replied to a comment



Thanks sir 😊

Ayush replied to a comment



Thank you very much sir !

Ayush replied to a comment



Thanks Naman jain(ISTQB certified)

Ayush replied to a comment

[See all activity](#)

Experience



QA Engineer

Metacube Software Pvt Ltd · Full-time

May 2021 – Present · 1 mo

India



Pebibits Technologies

1 yr 5 mos

Associate Quality Assurance Engineer

Full-time

Jun 2020 – May 2021 · 1 yr

Jaipur, Rajasthan, India

testing intern

Jan 2020 – Jun 2020 · 6 mos



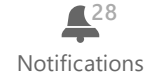
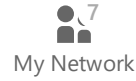
S P Gupta

Professor at JK LAKSHMIPAT UNIVERSITY

[Connect](#)



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Deeksha Parwani · 1st
Intern at Design2Occupancy Services LLP
Jaipur, Rajasthan, India · [Contact info](#)

434 connections



You both know Prof. Amit Sinhal, PhD, Vishal Gupta and 31 others

Message

More

Wellsure Solutions

JK LAKSHMIPAT UNIVERSITY

People and pages related to Deeksha

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92,833 followers

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Page • Automotive
2,400,249 followers

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62,041 foll



People also viewed



Meghna Shrivastav · 2nd
Intern at SeekACE

Connect



Sajal Jain · 2nd
Associate Consultant at EXL Service Private Limited, Noida Mechanical Engineering...

Connect



Paritosh Prasad · 2nd
Executive at AIC-JKLU

Connect



Ashu Gupta · 2nd
Energy Conservation Building Code Master



Messaging 2



7

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

[See all activity](#)

Experience

Suspensions Executive

Wellsure Solutions

Jun 2020 – Present · 1 yr

Ajmer, Rajasthan, India



Intern in Green Building Department

Design2Occupancy Services LLP

Jan 2020 – Apr 2020 · 4 mos

Jaipur, Rajasthan, India

Suspensions/ Operations Executive

Wellsure Solutions

Jun 2019 – Sep 2019 · 4 mos

Ajmer

- Wellsure Solutions- Authorized partner of Amazon Seller Affiliate Program
- Worked on getting suspended accounts reinstated and training sellers to launch their business on Amazon India Seller Central portal



Supply Chain Management Intern

Whirlpool Corporation · Internship

May 2018 – Jun 2018 · 2 mos

Pune Area, India

Education

Pe



Campus Ambassador at Viral Fission

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

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Krishna Chaitanya Rao Kathala · 2nd
Fostering research ecosystem in tier - ii & tier - iii cities.
Boston, Massachusetts, United States · [Contact info](#)

500+ connections



You both know Umesh Gupta, Alok Kumar and 2 others

Connect

Message

More



Telangana State Innovation
Cell



University of Massachusetts
Amherst

About

Mr. Krishna Chaitanya Rao, Earned his Bachelor's degree in Computer Science Engineering, Jawaharlal Nehru Technological University, Post that he had finished PG Data Analytics and Computational Social Sciences - (LSEF-UMass), for his Masters 50% of his tuition fees (20 lakhs) was funded by LakshmiPat Singha ... see more

Activity

4,163 followers



Messaging



Search messages



Connections to Krishna Chaitanya Rao



Umesh Gupta
Associate Professor at JK Lakshmi...



Alok Kumar
Centre for Data Science, JK Laksh...

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Messages

Inbox

1 message request



Devendra, Dr. Sonal, Sa... May 22
Saanidhya: Please LMK if there are any students/alumni in nee...



SHAILESH GARG Dec 31, 2020
SHAILESH: Congrats on your work anniversary! 1



Usha Badhera Dec 29, 2020
Usha: Congrats on your work anniversary! 1



Kshitiz Verma Nov 25, 2020
Kshitiz: 👍 2



Deepika Singh Oct 22, 2020
Deepika: Hello mam, I am well. Thank you. Working on my... 1



Rajat Mathur Oct 22, 2020
Rajat: Thank you



2

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Work

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Congratulations on your new role. Rock it :)

Krishna Chaitanya Rao commented



Krishna Chaitanya Rao commented

Very glad to see your progress. Congratulations Aditya Allamraju

Krishna Chaitanya Rao commented

See all activity

Experience



Product Management / Coordination - SSR

Telangana State Innovation Cell · Full-time

Sep 2020 – Present · 10 mos

- 1)Working at TSIC for State's positioning in National & International Rankings in the Startup & Innovation domain.
- 2)Handling Data sourcing, evaluation & analysis, framework establishment, strategy formulation, project execution, & stakeholder management.
- 3)Responsible for developing a user-friendly and visually appealing web portal to provide a one-stop medium to deliver all information related to the startup ecosystem of Telangana to educate, encourage, enlighten, and to foster the innovation culture in Telangana.
- 4)Determined product requirements & specifications, use cases, technical execution, perfl ...see more

2



Kandiraju Sai Sri Pranathi • 3rd
WIN-VENTIVE



Messaging



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Connections to Krishna Chaitanya Rao

Pe



Umesh Gupta

Associate Professor at JK Lakshmi...



Alok Kumar

Centre for Data Science, JK Laksh...

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Devendra, Dr. Sonal, Sa... May 22

Saanidhya: Please LMK if there are any students/alumni in nee...



SHAILESH GARG Dec 31, 2020

SHAILESH: Congrats on your work anniversary!

1



Usha Badhera Dec 29, 2020

Usha: Congrats on your work anniversary!

1



Kshitiz Verma

Kshitiz: 👍

Nov 25, 2020

2



Deepika Singh

Deepika: Hello mam, I am well. Thank you. Working on my...

1



Rajat Mathur

Rajat: Thank you

Oct 22, 2020



2

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Work

Try Premium for 1 Month

publishsutra

Dec 2017 – Present · 3 yrs 7 mos

Hyderabad, Telangana, India

Publishsutra's intrinsic purpose is to bridge the gap between education and innovation by means of adding a research flavor. we are moving with an aim to be one of the finest Research & Consulting startups and to nurture the scientific oriented methodology to cater to the needs of organizations and students in the research ecosystem.



Member Research Development

IAENG

Feb 2018 – Jul 2019 · 1 yr 6 mos

Hong Kong

IAENG is a non-profit international association for the engineers and the computer scientists. IAENG has been found by a group of engineers and computer scientists from over thirty different countries. Our goals are to promote the co-operation between the professionals in various fields of the engineering and to cultivate an environment for the advance and development of th ...see more



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Connections to Krishna Chaitanya Rao



Umesh Gupta

Associate Professor at JK Lakshmi...



Alok Kumar

Centre for Data Science, JK Laksh...

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Devendra, Dr. Sonal, Sa... May 22

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SHAILESH GARG Dec 31, 2020

SHAILESH: Congrats on your work anniversary!

1



Usha Badhera Dec 29, 2020

Usha: Congrats on your work anniversary!

1



Kshitiz Verma Nov 25, 2020

Kshitiz: 👍

2



Deepika Singh Oct 22, 2020

Deepika: Hello mam, I am well. Thank you. Working on my...

1



Rajat Mathur Oct 22, 2020

Rajat: Thank you



2

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Work

Try Premium for 1 Month

Vice President Research & Innovation

Techspartans

Jan 2017 – May 2019 · 2 yrs 5 mos

Karimnagar Area, India

I was elected as a Research & innovation Head to operate more research activities in college

Techspartans-Club is a non-profit organization aiming to familiarize its members, with the technicalities of analytics , business models, finance and focuses on current emerging Tex ...see more



Business Analytics (Product Developer & Research)

Government of Telangana · Part-time

Jun 2018 – Jul 2018 · 2 mos

Hyderabad, Telangana, India

- 1)Collaborated with the stakeholder groups Designed and Developed an analytical Dashboard for the Tribal welfare Department (twd.telangana.gov.in) and Hyderabad Water Supply Board to handle the grievances effectively.
- 2)Utilized MS SQL, Data housing programs, Tableau and other dashboard/visualization t ...see more

[Show 3 more experiences](#) ▼

Education



University of Massachusetts Amherst

Master's degree, Data Analytics and Computational Social Sciences
2021 – 2022



Jawaharlal Nehru Technological University

Bachelor of Engineering - BTech, computer science engineering, 3.10/4.0
Activities and Societies: Business Club, RIA Cell.

I was elected as a Head member as Research & innovation at Techspartans(Computer science club)



Messaging



Connections to Krishna Chaitanya Rao

**Umesh Gupta**

Associate Professor at JK Lakshmi...

**Alok Kumar**

Centre for Data Science, JK Laksh...

[View all](#) ▼

Messages

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[1 message request](#)**Devendra, Dr. Sonal, Sa...** May 22

Saandhya: Please LMK if there are any students/alumni in nee...

**SHAILESH GARG** Dec 31, 2020

SHAILESH: Congrats on your work anniversary!

1

**Usha Badhera** Dec 29, 2020

Usha: Congrats on your work anniversary!

1

**Kshitiz Verma**

Kshitiz: 👍

Nov 25, 2020

2

**Deepika Singh**

Deepika: Hello mam, I am well. Thank you. Working on my...

Oct 22, 2020

1

**Rajat Mathur**

Rajat: Thank you

Oct 22, 2020



2

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Indian Institute of Technology, Kharagpur
Network Management Systems, Computer Networks
2017 – 2017

Show 1 more education ▼

Licenses & certifications



IPTSE
Intellectual Property Talent Search Examination

Issued Jun 2019 · No Expiration Date
Credential ID (ID No. 2018012315), successfully scored 51.11 percent(ALL INDIA RANK 472)



Azure Data Analytics for Developers
Microsoft
Issued Aug 2018 · No Expiration Date



StartUp India Learning Program
Invest India
Issued Aug 2018 · No Expiration Date
Credential ID 11888033



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Connections to Krishna Chaitanya Rao



Umesh Gupta
Associate Professor at JK Lakshmi...



Alok Kumar
Centre for Data Science, JK Laksh...

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1 message request



Devendra, Dr. Sonal, Sa... May 22
Saanidhya: Please LMK if there are any students/alumni in nee...



SHAILESH GARG Dec 31, 2020
SHAILESH: Congrats on your work anniversary! 1



Usha Badhera Dec 29, 2020
Usha: Congrats on your work anniversary! 1



Kshitiz Verma Nov 25, 2020
Kshitiz: 👍 2



Deepika Singh Oct 22, 2020
Deepika: Hello mam, I am well. Thank you. Working on my... 1



Rajat Mathur Oct 22, 2020
Rajat: Thank you



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Jobs



Messaging 2



Notifications 30



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Mridul Arora · 2nd

BI Analyst at bipp analytics

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

127 connections



You both know Shivank Singh, Rishabh Bhandari and 3 others

Connect

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bipp analytics

JK LAKSHMIPAT UNIVERSITY

About

Grounded and solution-oriented computer scientist. Adept at motivating self and others, And to pursue a challenge career and be a part of progressive organization that gives a scope to enhance my knowledge, skills to reach the pinnacle in computing and research field.

Featured

PROJECTS

CERTIFICATIONS

Ad ...



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People also viewed



Juhi Bhardwaj · 3rd
Business Intelligence Analyst

Message



Neshi Mangal · 3rd
Business Intelligence Analyst at bipp analytics

Message

Adwait Ghule · 3rd
Business Intelligence Analyst at bipp analytics

Message

Nidhi J · 3rd



Messaging 2



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- The concept was to build the genre Anukool of Bollywood songs between the user and the bot.
- Explained the Fundamentals of AI.

Sentiment Analysis on Customer Reviews Rating

- (07/2019 - 11/2019)
- Designed a python project that detected the efficiency of ratings using different classifiers.
 - The aim was to detect the probability of correct views that were done using the concept of ML.
 - Recall, precision, confusion, clearing are some of the major concepts that were learned.

Movie Analysis (07/2020 - 07/2020)

- The analysis was made using the text datasets.
- The aim was to analyze the no. of movies that were released per year and the advancement in them.

EXTRACURRICULAR ACTIVITIES

Volunteered the Laureate Award (09/2019 - 09/2019)
Honorable former President of India Mr. Pranab Mukherjee was awarded with the award.

Volunteered the Laureate Award (09/2018 - 09/2018)
Honorable former Prime Minister Mr. Narendra Singh of India was awarded with the award.

Machine Learning Workshop (07/2017 - 07/2017)
Participated in a two day workshop to learn the basics of the language.

LANGUAGES

English
Full Professional Proficiency

Hindi
Native or Bilingual Proficiency

Activity

127 followers

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

[See all activity](#)

Experience

**BI Analyst**

bipp analytics · Full-time

Jan 2021 – Present · 5 mos

**Quality Assurance**

Medanta · Internship

Jan 2020 – Jul 2020 · 7 mos

Gurugram, Haryana, India

Education

JK LAKSHMIPAT UNIVERSITY

Bachelor's degree, Computer Science

2016 – 2020

Pe

[Connect](#)**Deep Contractor**

Associate Data Scientist at Celebal Technologies



Messaging 2



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Artificial Intelligence

Udemy

Issued Jan 2020 · No Expiration Date



Introduction to Programming Using Python

Udemy

Issued Jan 2020 · No Expiration Date



SQL

Udemy

Issued Jan 2020 · No Expiration Date

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Ad



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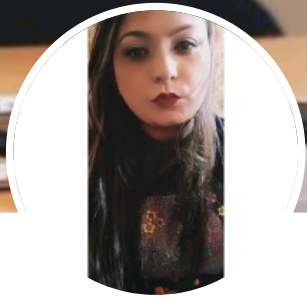
Me



Work

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Pallavi Bhandari · 1st

SAP Intern Analyst at Deloitte India (Offices of the US) | Bengaluru |
CSE Undergraduate

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

500+ connections



You both know Sanjeev Kumar, sheetal mundra and 27 others

Message

More



Deloitte India (Offices of the US)



What is Pallavi's top skill?

Help us identify relevant opportunities and content for your connections

Java

C++

Github

Microsoft Office

Your response is anonymous and will not be directly shared with your connections or other LinkedIn members. [Learn more](#)

[None of the above](#)



People also viewed



Vatsal Sharma · 2nd

Connect



Sanya Aggarwal · 3rd
A talkative CA Aspirant carrying a sip of social media and graphic designing. ☺

Message



Rohit Ghumare · 2nd
Software Engineer - NLP | AIOPS Engineer |
DevOps Cloud Engineer | Chatbot...

Connect



Nishtha Singh · 2nd

Messaging 2



13

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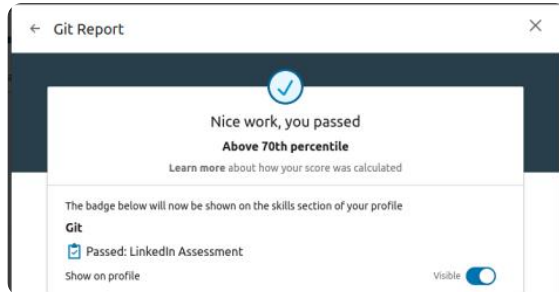
Pallavi started a new position as SAP Intern Analyst at Deloitte India (Offices of the US)

Say congrats

About

B.Tech CSE Graduate. A self-motivated person who enjoys learning new skills and implementing them to automate recurring tasks. Responsible and committed engineer who is still working on to develop more skills. I am eager to grow with a team of passionate people who strives to bring the best.

Featured



Heya Connections,

I took out some time from my schedule and took this assessment to judge my skills....

45

Activity

1,296 followers



This is what our nation is in the need of.
Blessed to be a part of this initiative an...

Pallavi commented



Thank You So Much Varun

Pallavi replied to a comment



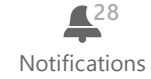
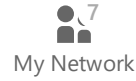
Kshitiz Chahar

Student at JK LAKSHMIPAT UNIVERSITY

Connect



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Rohit Dhanraj · 2nd
Graduate Apprentice at Bosch India
Rajasthan, India · [Contact info](#)

68 connections



You both know Umesh Gupta, Rajlakshmi Nayak and 2 others

Connect

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Bosch India

JK LAKSHMIPAT UNIVERSITY

People and pages related to Rohit

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TVS Motor Company
Page • Automotive
385,496 followers

Follow



Hero Moto
Page • Automotive
431,075 followers



People also viewed



Nikhil Verma · 3rd
Graduate Apprentice at Bosch India

Message

Raahul J · 3rd
Graduate Apprentice at Bosch India

Message



Harshal Patil · 3rd
Graduate Apprentice at Bosch India

Message



AKSHAY MANDLIK · 3rd
Graduate App at Bosch India



Messaging 2



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Pursuant Mechanical Engineer from JK Lakshmipat University, having a keen interest in innovative design in Product manufacturing.

Activity

68 followers

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

See all activity

Experience



Graduate Apprentice

Bosch India · Trainee

Dec 2020 – Present · 6 mos

Jaipur, Rajasthan, India



Intern

Whirlpool Corporation · Internship

Dec 2019 – May 2020 · 6 mos

Pune, Maharashtra



Summer Intern

JK Lakshmi Cement Ltd. · Internship

May 2018 – Jun 2018 · 2 mos

Sirohi Area, India

Education

JK LAKSHMIPAT UNIVERSITY

Pe



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Rohit Goyal

Intern at VVDN Technologies private Limited, Gurgaon, Haryana

More

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Rohit Goyal · 2nd

Intern at VVDN Technologies private Limited, Gurgaon, Haryana

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

500+ connections



You both know DR. MILIND THOMAS, sheetal mundra and 18 others

Connect

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VVDN Technologies



Indian Institute of Technology
Gandhinagar

About

A resilient and focussed person with an optimistic attitude doing Electronics and Communication Engineering at JK Lakshmipat University, Jaipur. I have presented research paper in many national and international conferences and qualifier of many start-ups organised by worthy institutions and organisations like IIIT Hyderabad, Texas Inst ... see more

Activity

542 followers



People also viewed



Aditya Tiwari · 2nd

Intern at ZNet Technologies Private Limited

Connect



Deepak Mozumdar · 3rd

looking for a job in IT sector | YMCA |

Message



Madhuri Sharma · 3rd

DevOps Engineer at VVDN Technologies

Message



Aditya Gupta · 2nd

Looking for job opportunities



Messaging 2



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**Rohit Goyal**

Intern at VVDN Technologies private Limited, Gurgaon, Haryana

Mo

Experience



Intern

VVDN Technologies

Jan 2020 – Present · 1 yr 5 mos

Gurgaon, India



Teacher Assistant at JK Lakshmipat University, Jaipur

JK Lakshmipat University, Jaipur

Aug 2018 – Dec 2018 · 5 mos

Jaipur Area, India

Embedded Product Designing Intern at Innovation Communications Systems Ltd. Hyderabad

Innovation Communications Systems Ltd. Hyderabad

May 2018 – Jun 2018 · 2 mos

Hyderabad Area, India

Education



Indian Institute of Technology Gandhinagar

Bachelor of Technology (Non Degree Ptogram), Electronics and Communication Engineering,

CGPA- 7.3

2019 – 2019

Volunteer experience

Co Organizer

JK LAKSHMIPAT UNIVERSITY

Pe

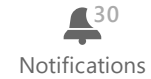
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Roopesh Sharma · 2nd

Software Test Engineer at CARE HEALTH INSURANCE (CHI)

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

500+ connections



You both know sheetal mundra, Vishal Gupta and 32 others

Connect

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Care Insurance

JK LAKSHMIPAT UNIVERSITY

People and pages related to Roopesh

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Atlassian

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428,576 followers

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GeeksforGeeks

Page • Computer Software
548,112 followers

[Follow](#)



Oracle

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6,771,963 followers

About

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Seerat Sobti · 2nd

Software Development Intern at Vehant Technologies

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Muskaan Jain · 2nd

Data Science Intern@SeekACE | Chair
@EEE-JKLU | Core Team Member @Amaz...

[Connect](#)



shubhanshu dev puri · 2nd

Software Engineer Intern at Memorres
Digital Private Limited

[Connect](#)



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Activity

3,040 followers

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

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Experience



Care Insurance

11 mos

Software Test Engineer

Full-time

Oct 2020 – Present · 8 mos

Gurugram, Haryana, India

Software Tester

Internship

Jul 2020 – Oct 2020 · 4 mos

Gurugram, Haryana, India

I have worked as a full-time intern and learned about different technologies and terminologies being used in Software testing. I have handled the mobile application testing (manual) for both iOS and Android platforms.



Mohd. Zubair (Ph.D.)

Post-Doctoral Researcher at Chungnam
National University. South Korea. Assistan...



Messaging 2



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2

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Noti

**Intern**

Indiabulls Housing Finance Ltd · Internship

Jan 2020 – Jul 2020 · 7 mos

Gurgaon, Haryana

**Summer Intern**

LinuxWorld Informatics Pvt Ltd

May 2019 – Jan 2020 · 9 mos

Jaipur Area, India

The Tweeks

1 yr

Content Writer

Freelance

Feb 2019 – Jan 2020 · 1 yr

Jaipur Area, India

Worked with this startup based company which promotes students and provides them a platform to showcase their creativity and dedication towards writing.

Campus Ambassador

Feb 2019 – Mar 2019 · 2 mos

Jaipur Area, India

Worked as the Content Manager for the content-based platform. Where I managed a team of 5 content writers, which helped the organization to create good content for the users.



Messaging 2



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**Vice President (CSI-Student Chapter)**

JK Lakshmipat University, Jaipur · Full-time

Aug 2018 – Oct 2019 · 1 yr 3 mos

Jaipur, Rajasthan

Designated as the Vice-President of the society which is driven by and for the student under the flagship of CSI (Computer Society of India) which is the first and largest body of Computer Professionals in India. Where I was part of a team of 11 members where we used to organize various events like Hackathon, Talks, Workshops, Coding Competitions, Gaming Events, ...see more

[Show 2 more experiences](#) ▼**Education****JK LAKSHMIPAT UNIVERSITY**

Bachelor's degree, Computer Science

2016 – 2020

Rotary Public School

High School, Non medical

2014 – 2016

Kendriya Vidyalaya

2008 – 2014

Licenses & certifications**IBM Blockchain Essentials**

IBM



Messaging 2



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2

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Noti

Red Hat Certified System Administrator (RHCSA)

Red Hat

Issued May 2019 · Expires May 2022

Credential ID 190-132-795



Cloud Application Developer 2018 - Explorer Award For Student

IBM

Issued Aug 2017 · Expired Aug 2019

Volunteer experience

Volunteer

Computer Society of India

Jan 2017 – Aug 2017 • 8 mos

Education

Volunteer

Art of Living

Social Services



Messaging 2



Home



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Messaging



Notifications



Me



Work

Try Premium for 1 Month

It is the mark of an educated mind to be able to entertain a thought without accepting it.

Aristotle



Sagar Mewara · 2nd

A dynamic Civil Engineer who is committed to completing comprehensive analysis, design, calculations, and execution for construction projects.

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

49 connections



You both know Ankit Jain, Saanidhya Srivastava and 2 others

Connect

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More

H. S. MEHTA INFRAPROJECTS
PRIVATE LIMITED

People and pages related to Sagar

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**TRD CONSTRUCTION
COMPANY**

Page · Civil Engineering
8,576 followers

Follow



**Institution of Civil Engineers
(ICE)**

Page · Civil Engineering
187,526 followers

Follow



**PD Cons
Ltd.**

Page · Civil Engineering
60,358 followers



People also viewed



Pandya Anirudhdh · 2nd
Chemical Engineer

Connect



Nikhil Jhanwar · 1st

Message



Ronak Singh · 2nd
Engineer Intern at JK Lakshmi Cement Ltd.

Connect



Sanket Sharma · 2nd
Intern at Udaipur Cement Works Limited



Messaging 2



7

2

Home

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Noti

Sagar

49 followers

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

[See all activity](#)

Experience

Civil Engineer

H. S. MEHTA INFRAPROJECTS PRIVATE LIMITED · Full-time

Jul 2020 – Present · 11 mos

Ajmer, Rajasthan, India

Carried out analysis and calculations for many construction projects undertaken by the company. Currently deployed as a site engineer at Anna Sagar Bund project, Ajmer. Responsible for giving layouts, levels for construction as per the drawing and maintaining bills for the ongoing work.

Civil Engineering Intern

RAJASTHAN STATE ROAD DEVELOPMENT AND CONSTRUCTION CORPORATION LIMITED

· Internship

Jan 2020 – May 2020 · 5 mos

Ajmer

Deployed as the Engineer Intern at the Elevated Road project Ajmer. Elevated road project Ajmer is one of the many projects initiated under the Indian Government Smart Cities Banner. As the field intern, I was exposed to the construction of Insitu Pile, pile cap, Pier, Pier cap, and other associated engineering and management work.

Student

Cad desk · Part-time

Aug 2019 – Oct 2019 · 3 mos

Jaipur, Rajasthan, India

70 hours hands-on training on Civil engineering CAD software STAAD. Pro.



Pe

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

Messaging 2



7

2

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Ajmer, Rajasthan, India

1. Created Plans in Auto CAD as per the instructions.
2. Exposed to the estimation and costing of projects.
3. Supervised laying of GSB in a depth of 0.2 m, while observing its gradation as per the specification.

...see more

Summer Intern

H S MEHTA INFRA PRIVATE LIMITED · Internship

May 2018 – Jun 2018 · 2 mos

Ajmer, Rajasthan, India

1. Worked as a surveyor to formulate contour of the land to decide cutting and filling parameters.
2. Involved in day to day office work like filling of tenders, billing, and data analysis.
3. Continuously performed quality control experiments at the site and kept the logs.

Education

JK LAKSHMIPAT UNIVERSITY

B.Tech, Civil Engineering, 8.27 CGPA

2016 – 2020

Activities and Societies: 1. Founder and president of Exprimez-Vous Community (2016-2018). 2. As part of the University football team participated in many national level competitions. 3. Frequent Participant of public speaking activities and competitions.

Skills & endorsements

Microsoft Office

AutoCAD

Communication



Messaging 2



Home



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Jobs



Messaging



Notifications



Me



Work

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Vibhore Mathur

Trainee - SAP ABAP at YASH Technologies

More

Message

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Vibhore Mathur · 2nd

Trainee - SAP ABAP at YASH Technologies

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

220 connections



You both know Umesh Gupta, Alok Kumar and 6 others

Connect

Message

More



YASH Technologies

JK LAKSHMIPAT UNIVERSITY



People also viewed



Namita Mittal · 3rd

Student

Message



Muskan Khatnani · 2nd

Cloud Infrastructure Engineer at Celebal Technologies

Connect



HarshAditya Gaur · 2nd

Machine Learning Intern at Dexpert Systems Private Limited

Message

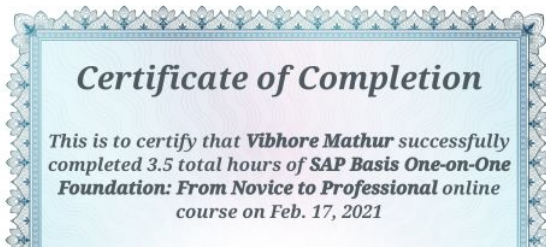


Sahil Namdeo · 2nd

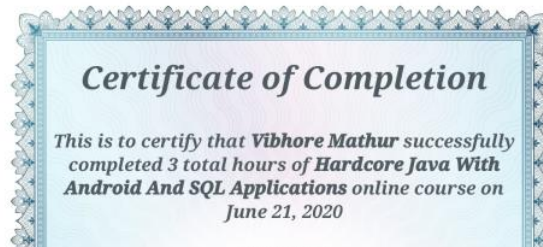
Messaging 2

Featured

It was good to learn the foundations of SAP Basis....



It was a good experience to learn the JAVA, SQL and Android Basics...



An Experience le ANALYTICS Usin





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Home

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Noti

**Vibhore Mathur**

Trainee - SAP ABAP at YASH Technologies



16 · 3 comments



13



16

Activity

218 followers

**it's vibhoremathur72@gmail.com**

Vibhore commented

**Sachin Badhe tell him to apply in yash technologies they're hiring for sap...**

Vibhore commented

**Vinayyak Ravichandra**

Vibhore commented

**Thnx CV already shared..**

Vibhore replied to a comment

[See all activity](#)

Experience



Trainee - SAP ABAP

YASH Technologies · Full-time

May 2021 – Present · 1 mo



Technical Intern

DRDO, Ministry of Defence, Govt. of India · Internship

Jan 2020 – Jun 2020 · 6 mos

Jodhpur, Rajasthan, India

Worked on Android App Development and developed a client-side app for Data Transmission for DRDO.

Pe

[Connect](#)**Deep Contractor**

Associate Data Scientist at Celebal Technologies



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Home



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Jobs



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Notifications



Me



Work

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Videsha Bansal · 2nd

Former Research Assistant at Tongmyong University | Former Project Trainee at CSIR-National Chemical Laboratory | Gold Medalist @BTECH 2016-20 batch

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

500+ connections



You both know sheetal mundra, Umesh Gupta and 14 others

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ER-DR ACAD PRIVATE
LIMITED

JK LAKSHMIPAT UNIVERSITY



People also viewed



Arman Singhal · 2nd
An Insatiable Dreamer...

Connect



Divya Bhatia · 2nd
Student at J k Lakshmipat university

Connect



Rishabh Singhal · 2nd
Student at Jk lakshmipat university

Connect



Snehashish Banerjee · 2nd
Technical Recruiter at Collabera Inc.



Messaging 2

About

Recently, I completed my graduation in Chemical Engineering. I thrive for excellence and want to make some significant difference using my education, skills, and experiences. Experienced Resident Assistant with a demonstrated history of working in the education management industry. Interested and hold experience in Research and Developme ... see more

Featured

See all





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UC DAVIS

CERTIFICATE

v6/1a2c2a2e

Videsha Bansal

has successfully completed

Research Proposal: Initiating Research

an online non-credit course authorized by University of California, Davis and offered through Coursera

Joe Fling
Professor
UC Davis Center for Research and Marketing Strategy
UC Davis Division of Continuing and Professional EducationVerify at coursera.org/verify/9QLaRvQ7sDY
Coursera has confirmed the identity of this individual and their participation in the course.

Research Proposal-Initiating Research.pdf

First Step today's market research domain.

VV

v6/1a2c2a2e

Videsha Bansal

has successfully completed

Schizophrenia

an online non-credit course authorized by Wesleyan University and offered through Coursera



Mark Kurns

Professor
Psychology and Neuroscience and BehaviorVerify at coursera.org/verify/9AB2W6J0RZA
Coursera has confirmed the identity of this individual and their participation in the course.

Schizophrenia.pdf

"If you talk to God, you are praying. If God talks to you, you have Schizophrenia"-...

v6/1a2c2a2e

Videsha Bansal

has successfully completed

Understanding Research Methods

an online non-credit course authorized by University of London and offered through Coursera

Dr. J. Simon Bell, SOAS, University of London

Dr. J. Simon Bell, SOAS, University of London

Research Methods

"Research is an...
you reasonably c...

Activity

653 followers

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

[See all activity](#)

Experience



Content Writer and Editor

ER-DR ACAD PRIVATE LIMITED · Full-time

Dec 2020 – Present · 6 mos

Lucknow, Uttar Pradesh, India

[in](#) helped me get this job

-Currently working as a content writer at Er Dr Acad Private limited for academic books.

Research Assistant

Pe



Associate Data Scientist at Celebal Technologies

[Connect](#)

Messaging 2



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Jobs

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-Assisted in research in the field of neuroscience majorly focusing on "Neurotransmitters involved in Schizophrenia".
-Proofreading of the manuscript of the book title- "Natural Language Processing: A Stepwise Approach using Python" Author: Dr. Indranath Chatterjee



VideshaBansal



Project Trainee

National Chemical Laboratory · Internship

Jan 2020 – May 2020 · 5 mos

Pune Area, India

Design of heterogeneous catalyst for liquid-phase oxidation of ethylbenzene.



JK Lakshmipat University, Jaipur

1 yr 1 mo

Resident Assistant

Jul 2018 – Jul 2019 · 1 yr 1 mo

Jaipur Area, India

- Ensure and Enforce Zero Tolerance for Ragging.
- Monitor the residence hall and address any issue that may arise among freshmen residents.
- Mentor residents for personal growth and academic success.
- Collaborate with staff members to build a sense of community within residence halls. ...see more

Teaching Assistant

Jul 2018 – Nov 2018 · 5 mos

Jaipur Area, India

- Conducting doubt session classes of first year undergraduate students.
- Ensuring the completion of projects and assignments.
- Mentoring students.

Internship

Triton Coatings and Linings



Messaging 2



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[Show 2 more experiences](#)

Education

JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Chemical Engineering, 8.695

2016 – 2020

Activities and Societies: Gold Medalist @ BTECH JKLU (2016-20 batch) Achievements: Student at IIT gandhinagar under the Non -Degree UG Program for semester VII. Presented research work at an international conference in Paris. I was the only undergraduate there. Responsibilities: Resident Associate, Teaching Assistant, Student Jury Member of Innovation Challenge, Academic Representative of Chemical Engineering (2016-20), Student Council Member.



Indian Institute of Technology Gandhinagar

Non-Degree UG Program, Chemical Engineering, 8.25

2019 – 2019

7th Semester at IIT Gandhinagar under the Non-Degree Undergraduate Program.

The Mount Carmel College

10+2, Mathematics and Computer Science, 81.78%

2015 – 2016

Licenses & certifications

Energy Production, Distribution & Safety Specialization

Coursera Course Certificates

Issued Aug 2020 · No Expiration Date

Credential ID 42VPVEEQDKGU

[See credential](#)



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Issued Aug 2020 · No Expiration Date
Credential ID R8XCC8D4A2JZ

[See credential](#)

Schizophrenia

Coursera Course Certificates
Issued Jun 2020 · No Expiration Date
Credential ID JADUKW3D8BZA

[See credential](#)[Show more](#) ▼

Volunteer experience



Student Volunteer

JK Lakshmipat University, Jaipur
Feb 2019 – Present • 2 yrs 4 mos
Science and Technology

- Active involvement in organizing International Conference on Innovations in Technology and Management for Achieving Sustainable Development Goals, February 1-3, 2019, Jaipur, Rajasthan.
- Organized by JK Lakshmipat University, Jaipur.

Volunteer

Opening Russia-2019 International Art-Symposium
Jan 2019 – Present • 2 yrs 5 mos
Arts and Culture

- Participated as a volunteer for Opening Russia-2019
- International Art-Symposium at City Palace, Jaipur.
- An Art exhibition to promote Russian Culture in India and Indian Culture in Russia.



Messaging 2



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Courses

7 Scientifically proven steps to increase your influence • Basics of Fire Engineering • Chemical Process Calculations • Economic Concepts and Issues in Project Analysis • Fundamental of neuroscience • Petroleum Refinery and petro-chemicals • Principles of Business Management • Process Synthesis and Control Lab • Process Synthesis and Design • Short Term Course on Safety Aspects of Storage, Handling and Transportation of Petroleum Products

6

Projects

Design Heterogeneous Catalysis for Liquid Phase Oxidation of Ethylbenzene to Acetophenone • Reducing Total Dissolve Solids (TDS) in Wastewater • Study on Waste Water Treatment Generated from Textile Industries using Natural Absorbent • A Review on Separation and Sequestration of Carbon Dioxide from Flue Gas • Study on Treatment of Wastewater from Paper Industry in Effluent Treatment Unit • Active Catalysts for Biodiesel Production: A Review

5

Honors & Awards

Ranked 1st in FENS History of Neuroscience Project proposal • BEST STUDENT GOLD MEDAL • Eloquence Competition • Best Student in Overall Performance • Let's Talk- Through Leadership Debate

2

Publications

Role of neurotransmitters in schizophrenia: a comprehensive study • A Review on Selective Production of Acetophenone from Oxidation of Ethylbenzene over Heterogeneous Catalysts in a Decade

1

Organization

Act For Future





Home



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Me



Work

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Yash Saraswat · 2nd

Master of Business Administration - MBA at ICFAI Business School
Kota, Rajasthan, India · [Contact info](#)

259 connections



You both know Vishal Gupta, Kartikay Sharma and 11 others

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Visioneering Solutions Pvt Ltd



ICFAI Business School

People and pages related to Yash

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Google Cloud

Page · Internet
1,144,079 followers

Follow



Zoho

Page · Information Technology &...
462,005 followers

Follow



Upwork

Page · Inter...
791,668 followers



People also viewed



Suruchi Jain · 3rd

Data Science | Mathematics | Statistics |
Business Administration

Message



Dikshita Medhi · 3rd

Student at Tezpur University

Message



Riya Gupta · 3rd

--

Message



Deepesh Buswala · 3rd+



Messaging 2

About



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Featured

- brothersacademy.com, Suwayamamusic.com, etc.
 - Using Java to develop API's to create and manipulate data, via a "SQL" database (PostgreSQL).
 - Mapped Java classes using Hibernate to create tables in database automatically on initial server start.
 - Building a web app for client's organization to create and book events using Stripe Payment gateway.
 - Used Ajax for integrating frontend developed with AngularJS to backend developed with Java for sending data.
- Centre for Communication & Critical Thinking - JKLU Jaipur, Rajasthan
Software Engineering Intern | Database Management Team August 2018 - February 2019
- Developing a Centralized Database using MySQL for storing documents, hosted it on Apache server.
 - Developing API using Java to convert image into base 64 strings for storing in database.
 - Building a web app using React.js for employees to interact with the database for document management.
- GS Unite Pvt. Ltd. Noida, U.P.
Web Developer Intern | Web Applications Development Team May 2018 - June 2018
- Developed custom optimized API's and Classes using Java and Mapped it into database using Hibernate.
 - Used Oracle Database server to host the application for initial start & later shifted on Firebase.
 - Developed optimized logics for functions using JavaScript for creating frontend & integrated it with backend developed with Java using Ajax.
- Selected Independent Project
- RSS - Feeder | feeder-rss-bbc.herokuapp.com August 2019 - October 2019
- Developed a responsive web app to fetch news from BBC website and showed it in a categorized way.
 - Used hash maps to store news data in an optimized way and parsed the RSS element from BBC's website to get the news data.
 - I had them to be monitor the Backend and databases online for storing the news.

Resume

Activity

254 followers

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

[See all activity](#)

Experience

Software Engineer Intern

Visioneering Solutions Pvt Ltd · Internship

Dec 2019 – Jun 2020 · 7 mos

Ghaziabad

Frontend Development using AngularJS for real time booking apps, which includes Avathi.com, Brothersacademy.com, Suwayamamusic.com, etc. Using Java to develop API's to create and manipulate data, via a "SQL" database (PostgreSQL). Mapped Java classes using Hibernate to create tables in database automatically on initial server start. Building a web app for client's organization to create and book events using Stripe Payment gateway. Used Ajax for integrating

Pe

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

Messaging 2





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Software Engineer Intern

CCCT - JKLU · Internship

Aug 2018 – Feb 2019 · 7 mos

Jaipur, Rajasthan

Developing a Centralized Database using MySQL for storing documents, hosted it on Apache server. Developing API using Java to convert image into base 64 strings for storing in database. Building a web app using React.js for employees to interact with the database for document management

Summer Intern

GS Unite Pvt. Ltd. · Internship

May 2018 – Jun 2018 · 2 mos

Noida Area, India

Developed custom optimized API's and Classes using Java and Mapped it into database using Hibernate. Used Oracle Database server to host the application for initial start & later shifted on Firebase. Developed optimized logics for functions using JavaScript for creating frontend & integrated it with backend developed with Java using Ajax.

Education



ICFAI Business School

Master of Business Administration - MBA

2021 – 2023

JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology, Computer Science

2016 – 2020

Activities and Societies: Vice-President: University Sports Club Captain: University Football Team

Volunteer experience



Messaging 2



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Feb 2017 – Mar 2017 • 2 mos

Education

Volunteered in Tech-Management Fest Sabrang organised at Jk Lakshmipat University, Jaipur

Skills & endorsements

AngularJS · 1



Endorsed by Anshika Pengoria (mutual connection)

Python (Programming Language) · 2

Anshika Pengoria and 1 connection have given endorsements for this skill

PostgreSQL · 1



Endorsed by Anshika Pengoria (mutual connection)

Show more ▾



Messaging 2

OFFER LETTER

Dear Aakash Sharma

30th December 2019

Congratulations from Team Mobzway!!

As per part of our Campus Recruitment Process, Mobzway Technologies LLP is pleased to offer you the position of **“Software Developer – Intern”**. We trust that your knowledge, skills and experience will be among our most valuable assets. Your date of joining is from **Thursday, 2nd January 2020**.

The terms and conditions governing your internship are given below:

Internship Period: 4 Months

Internship Stipend: As per company norms

Internship Type: Full Time

Annual CTC: 1.82 LPA (On Employment)

Bond Period: 16 Months (Including Internship period)

Working Days: Monday- Friday

Office Timings: 9:30 AM - 7:30 PM

To accept this Internship cum Job opportunity:

Kindly share your acceptance by acknowledging through the email.

You are requested to bring the following documents with you in order to complete your documentation process in the organization.

S. No.	Documents	Requirement
1	Matriculation (Class X) Marksheet	Mandatory
2	Higher Secondary (Class XII) Marksheet	Mandatory
3	Marksheets/Certificate(s) for the Degree(s) completed/ Certificate(s) for the Semester(s) completed	Mandatory
4	Technical Certifications (If Any)	Mandatory
5	Recent Passport Size Photographs	2 nos.
6	Institutional NOC	Mandatory

MOBZWAY

7	Pan Card, Aadhar Card and Voter ID	Mandatory
---	------------------------------------	-----------

All the above documents are required as Hard copies in Originals and Xerox both.

*Failure to produce the documents on the date of documentation/joining will entail suitable action by the company including withdrawal of the employment offer. Originals will be returned to you after the post verification.

We look forward to having you as a part of Mobzway family.

Sincerely

From Mobzway Technologies LLP

Aishwarya Jayan
HR Executive

Sign. Of Intern:

Name of Intern:

Date:

Mobzway Technologies LLP

G-3, Okay Plus Spaces, Malviya Nagar Industrial Area, Jaipur - 302017 Rajasthan (INDIA)

+91-141-4910606
info@mobzway.com
www.mobzway.com

Dear Abhijeet,

Date- 5th May 2020

We are pleased to offer you appointment with us as Software Developer.

You would be entitled for a CTC of Rs 3, 00,000/- (Rupees Three Lakh only) per annum, the breakup of which will be given to you in your appointment letter.

You will be on probation period for six months after joining with us.

The terms and conditions of your employment with Visioneering Solutions Pvt Ltd. will be governed by the Employment Agreement that we will be executing along with the appointment letter.

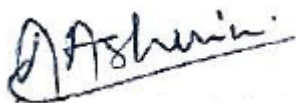
Please note further that this offer of appointment will be applicable to you post your graduation degree. Once your graduation formalities would be over, you would provide you date to join us as full time employee.

From,

Visioneering Solutions Pvt. Ltd.

Abhishek Ashwini

Authorized Signatory



Visioneering Solutions Pvt. Ltd.

FF-3 & 4, Second Floor, Omaxe Park Plaza, Shaki Khand 2, Indrapuram, Ghaziabad

Ph# 0120-4216813, E-Mail: hr@visioneering.co.in

30th Mar, 2020

Dear Aditya Sharma,

Ignite Solutions is pleased to appoint you as a **Software Engineer** with us on the following terms and conditions:

Remuneration

Your remuneration is detailed in Annexure 1.

The Company may modify the salary structure at any time without prior notice, and your package of remuneration may be altered due to this changes. The effect of the modification on your emoluments will be communicated to you at such times.

Salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

Please note that your remuneration package is strictly confidential and should not be discussed with anyone within the company or external to the company.

Reimbursements

The Company will reimburse you on actuals for all travel expenses other than normal commuting in the course of your work. In addition, you will be reimbursed for any expenses involved in entertainment of existing or potential clients,. All travel and entertainment expenses must be accompanied by receipts and documentation and must be approved by your immediate superior.

Increments & Promotions

The Company will carry out regular performance reviews to measure your performance and contribution to the Company, and to evaluate your capability to execute the role and responsibilities entrusted to you by the Company.

Your overall performance will be evaluated by the Company's Management at the end of twelve months or earlier as deemed appropriate by the Company management, and promotions and/or increments may be declared as appropriate by the Company based on this evaluation.

Promotions may be declared at any time of the year based on the availability of the new position. Any changes in compensation due to promotion will be effective immediately on the date of the promotion.

Leave Benefits

You will be eligible leave as per the company's standard leave policy for that financial year. The corresponding fraction of leave shall accumulate to your leave account every end of month. No leaves will be granted or accrued during the probation period.

All plans for leave must be communicated at the earliest to your immediate superior for approval. The prime considerations for approval of leave would be the status of your ongoing projects.

Any unavailed leave will lapse at the end of the financial year. Leave shall not be carried forward to the next year, unless leave has been repeatedly denied due to project schedules.

Office Timings & Location

You will be working at the company's offices in Pune and your work schedule will be as specified by the company's standard policy for that financial year. The rules of the Company regarding working hours and weekly offs are subject to change without any prior notice.

You will be either located in the Company premises, or posted to client sites at any location in India or abroad. In either case, your timings may be scheduled to match with the client's business hours. You should be prepared to work on any shift, as may be warranted by the Company's/client's work requirements.

In case you are required to work on any day that is a scheduled holiday, you are eligible to a compensatory holiday at the discretion of your immediate superior. The compensatory holiday must be taken within a period of 1 month from the missed holiday. No monetary compensation will be made against any unavailed holiday.

Your services may be liable for transfer to any other offices, project locations, divisions, departments etc. or for deputation to any organization, to be posted at any of their offices, projects locations, divisions, departments etc. at any time, anywhere in India or abroad. In the event of such a transfer/deputation, details of the terms and conditions including modification, if any, in your remuneration etc. will be communicated to you at the appropriate time.

Termination

In the first 120 elapsed days of your service with the company, your services will be liable for termination on 0 (zero) days notice from either side without having to assign any reasons therefore.

Once you complete 120 elapsed days of your services with the company, your services will be liable for termination on 30 elapsed days prior written notice from either side, or 15 days remuneration in lieu thereof (as per the Company's rules) will be payable by the party terminating the employment to the other party.

In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, the Company shall have the option to waive the

notice period partly or fully without paying you any salary or compensation for the notice period so waived and also to decide whether the notice period shall run concurrently with the period of any leave which may be granted to you.

In any case, your accrued leave will not be adjustable against the notice period. The resignation will be accepted by the Company only on your fulfilling the terms of the undertaking given by you.

Confidentiality & Exclusivity

By signing a copy of this letter, you will confirm that you do not possess any proprietary documents or materials from your previous employers. You further acknowledge that the Company is employing you for your skills and for no other reasons. In signing below, you undertake that you will not, in the performance of your duties as an employee of the Company:

- Improperly bring to the Company or use any trade secrets, confidential information or proprietary information of any third party; or
- Knowingly infringe the intellectual property rights of any third party.

You are required to follow the standards of confidentiality of the Company in all matters related to the Company, and as agreed by the Company with each of its clients. You will be required to sign a Proprietary Rights and Non-disclosure Agreement with the Company on acceptance of this appointment.

In the event of your leaving the Company's services, you are also expected not to take up employment or enter into any type of business/commercial association with any of the Company's clients or their associates, for a period of 1 year from the date of cessation of employment, without the written consent of the Company.

Any discovery or invention made or discovered by you during the continuance of this Agreement in connection with or in any way affecting or relating to the business of the Company or its customers, or capable of being used or adapted by the Company or its customers, shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company or its customers (as the case may be). You agree during your employment and at any time thereafter to execute all documents necessary for the Company to secure patent rights in any such invention(s), including but not limited to, declarations and assignments.

You will be required to sign a Proprietary Rights and Non-Disclosure Agreement with the Company.

Other Conditions

You cannot take any employment anywhere else, even on part-time basis, whether for any consideration or not, during the period of your employment with the Company. Contravention of this policy will lead to immediate termination of your services without any notice, and no liability on the part of the Company for payment of compensation in lieu of such notice.

You will be governed by the Company's rules and regulations (as well as practices) as enforced from time to time in respect to matters not covered by this letter of ap-

pointment. The Company's decision on all such matters shall be final and binding on you.

You will be required to join the services of the Company from the Apr 1, 2020 or earlier.

If the terms and conditions offered in this appointment letter are acceptable to you, please return the acceptance copy (attached) to the undersigned, affixing your signature on the last page and initials on the other pages (including annexures).

Yours faithfully,

For Ignite Solutions India Pvt. Ltd.



Authorized Signatory

I agree to accept employment on terms mentioned in the above letter of appointment and will commence my employment on or before Apr 1, 2020.

Name: _____

Date: _____

Signature: _____

Annexure I: Remuneration

Annual Package Description	Rupees
Monthly Pay (A)	₹24,008
Monthly Employers PF Contribution & Gratuity* (B)	₹2,242
Monthly Gross (C = A+B)	₹26,250
Annual Incentive (D)	₹35,000
Total Annual CTC (C*12 + D)	₹350,000
Your take home pay is your Monthly Pay (A) minus TDS, Profession Tax and Employee contribution to PF	
TDS (Tax-deducted-at-source) will be calculated and paid as applicable on the taxable amount after allowable deductions.	
The Annual Performance Incentive is calculated as up-to 10% of the total gross salary earned during the period Apr 1 of this year to Mar 31 of the following year. It is based on the performance of the employee and the amount is at the discretion of the management. This is paid on an annual basis during the following year provided the Individual's employment status with the Company is in good standing at the time of the allowance payment and the employee has not indicated an intention to resign at the time of the allowance payment.	



Offer: Computer Consultancy
Ref: TCSL/DT20184839581/Delhi
Date: 17/09/2019

Mr. Aditya Sharma
Room No. 304, Boys Hostel - 1, Jk Lakshmipat University, Near Mahindra SezAjmer Road,
Mahapura,
Jaipur-302026,
Rajasthan.
Tel# 91-8085460314

Dear Aditya Sharma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/DT20184839581

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below



documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Aditya Sharma
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore Lead – ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium,2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

PRIVATE & CONFIDENTIAL

Dated: **Thursday, 19th December 2019**
Ajit Singh Rajawat
Noida
India

OFFER OF INTERNSHIP CONTRACT

Dear Ajit,

This is in continuation to the discussions between Samishti Infotech Pvt. Ltd. and yourself, we are pleased to make an offer of employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed as a **Member of Technical Staff (MTS)** and your designation at the time of permanent joining would be **SAP Associate Consultant**.
- 1.2 Your joining date will be **2nd January 2020 at 9:30 am**.
- 1.3 You shall be based in **Noida** however will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 You are requested to bring your own laptop during your internship period.
- 1.5 Any plans of examination leaves/ personal leaves has to be informed well in advance to your mentor.
- 1.6 On joining you shall report to **Saurabh Mukim** and in his absence any other person nominated by him.
- 1.7 Your employment with the Company is subject to:
 - your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any,
 - and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - Your agreement to serve the Company for a period of at least 24 months post the completion of your Internship Period.
- 1.8 By accepting this offer of employment, you hereby extend your consent and authorize the company to undertake a background check on you and with regards to the data regarding your candidature provided by you for this employment as per policy of the company.

2. Remuneration

- 2.1
 - a) You will be a "**Stipend**" of **Rupees 10,000/-** per month until the completion of your graduation course.
 - b) You will be paid a "**CTC**" of **Rupees 3,50,000/-** per annum post the completion of your internship period. (**NOTE:** Detailed remuneration will be shared at the completion of Internship period).
 - c) You would have to submit all your graduation marksheets, Course completion Certificate and Degree/Provisional Degree for the purpose of background check.
- 2.2 As part of **CTC**, the following benefits are also provided by Samishti Infotech:
 - Hospitalisation Insurance (Mediclaim) coverage for you, your spouse and dependent children (total of 4 pax.) up to a maximum benefit of Rupees 300,000 per family per annum.
- 2.3 Your salary will be reviewed along with the general review date for all other company employees on a pro-rata basis. Salary reviews are based on work performance and increments are therefore granted on merit.

3. Performance of Duties & Conflict of Interest

- 3.1 You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.
- 3.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.
- 3.3 You shall keep strictly confidential details of your salary and employment benefits within and outside the company.
- 3.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties.
- 3.5 You shall not for a period of one year after the termination of your employment, directly or indirectly compete with the company and will not become an employee of any other entity which carries on or controls a business which is in competition with the business of the company. Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity, whether in corporate, proprietorship or partnership form or otherwise.
- 3.6 You shall at all times conduct yourself in an ethical, professional and honest manner. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a Customer, Partner or Supplier, you will be dismissed instantly and prosecuted to the full extent of the Law.

4. Taxes

The Company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

5. Working Hours

Normal hours are determined by the Company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies.

6. Termination of Employment

- 6.1 Either the Company or you may at any time terminate this agreement by giving in writing to the other party Three (03) months' notice subject to your tenure outside the one year on bond-period. In this connection, the Company reserves the right to pay or recover a sum equal to the amount of salary in lieu of said notice period. Notwithstanding anything to the contrary herein, the Company at its sole discretion may relieve you from such date as it may deem fit even prior to expiry of the aforesaid notice period. However, if management of the Company desires the employees to continue the employment during the said notice period, the employee shall comply with the same.
- 6.2 Accrued leave is not to be offset from the notice period except with the express written permission of the Company.
- 6.3 For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the Company, whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party.
- 6.4 The Company shall have the right to terminate your employment at any time without notice or payment in lieu thereof or without any further obligation, if:

- you commit any material breach of any of your duties and responsibilities under this contract; or
- you are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment; or
- the Company is restricted from continuing to employ you because of any other legal incapability; or
- any data regarding your candidature provided to the company is found to be false/ untrue/ misleading in any respect; or
- The company finds any adverse report on account of your background check as referred herein.

You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged

7. Assignment

At its discretion, the Company may assign you to projects within or Outside India, depending upon the location of the project. You will be covered by the terms and conditions as applicable to other employees, who are assigned to the projects.

8. Retirement

You shall retire on your 60th birthday or the last day before this, if your birthday does not fall on a working day.

9. Alterations

The above terms may be modified by the Company from time to time in writing and such variations shall be binding on you.

10. Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in New Delhi.



11. SAP Certification

To enable consultants work on global projects it's mandatory to clear the SAP certification exam of relevant field maximum within 3 months from the date of joining. Company will facilitate the certification process by providing guidance and financing the certification exam fee.

On behalf of Samishti, I am delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Samishti Infotech Private Limited**

Authorized Signature

I accept the terms & conditions of service outlined above.

Ajit Singh Rajawat

Date: _____

Expected Date of Joining: _____

PRIVATE & CONFIDENTIAL

**To,
Akshay Taparia**

Date: 20-Dec-2019

Letter of Intent (LOI)

Dear Akshay

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Six months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Akshay Taparia	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY



Offer: Computer Consultancy
Ref: TCSL/DT20195436265/Delhi
Date: 17/09/2019

Mr. Aman Jain
1/365Rhb,
Bhiwadi,
Bhiwadi-302026,
Rajasthan.
Tel# -

Dear Aman Jain,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below



documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Aman Jain
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20195436265

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore Lead – ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead – ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead – ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad Lead – ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead – ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead – ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium,2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead – ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead – ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead – ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead – ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Appointment Letter

Oct 24, 2019

Dear **Amit Bohra**

On behalf of CodeTantra (the "Company"), I am pleased to offer you employment with CodeTantra in the position of **Product Development Engineer**, starting on **01 June 2020** along with a full-time internship from **04 November 2019** to **31 May 2020**. Congratulations! We are glad to have you join the team! This letter is meant to provide you the terms of your employment with the Company. Please bear in mind that the terms may be modified based on changes to the Company policy.

Appointment

- i. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- ii. You will be on probation for a period of 6 months from the date of your appointment. On completion of probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your position. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- iii. You may be transferred to any other location, department, function, establishment or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- iv. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by your University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- v. A copy of this letter, duly signed by you, has to be submitted on the date of joining, along with a copy of your Aadhaar card, a copy of your passport, 4 passport size photographs.
- vi. Successful completion of the full-time internship for the specified duration is a precondition to this employment offer.

Responsibilities

- i. This is a full-time position, requiring you to perform all corresponding responsibilities effectively and to the best of your ability and deliver results. The Company allows flexible office hours to enable you to deliver results effectively. While doing so, occasionally, you may even be expected to work extra hours to deliver the expected results as per your job requirements.
- ii. You are required not to engage in activities that have or will have an adverse impact on the reputation and business of the Company, whether directly or indirectly.
- iii. You may be required to undertake travel for business purposes, both within and outside India. During such travel, you will be eligible for reimbursement of travel expenses as per the applicable policy of the Company.
- iv. We are committed to uphold integrity in all aspects of the Company's functioning. You are expected to comply with all the policies ("the Policies") of the Company including those on Code of Business Conduct and Ethics.
- v. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies of the Company or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.



Confidentiality

- i. You will be required to comply with the Confidentiality Policy of the Company in all aspects of your job. You will be required to treat all Confidential Information (as defined by the Confidentiality Policy of the Company), as secret and confidential, and not use or disclose any such Confidential Information, except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (regardless of the circumstances of, or the reasons for, the cessation).
- ii. In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing on this letter, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

Assignment of Intellectual Property

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

Conflict of Interest

- i. You are required to engage yourself exclusively in the work assigned by the Company and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a) Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - b) Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - c) Any existing employee to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict

Non-Compete Policy

In the course of your employment with the Company, you will be privy to product roadmaps and strategy, and you will also be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of twelve (12) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not



accept any offer of employment from a competitor and/or customer or client (with whom you have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation).

General

- i. This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or wilfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or wilfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available under law.
- ii. Please note that you are required to notify us of any agreements, written or oral, which you have entered into that may relate to or affect your commitments under this employment agreement.
- iii. This employment agreement sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral.
- iv. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement.
- v. You acknowledge that you have understood the terms of this employment agreement and that you are aware that the specific performance of the terms of this employment agreement may be enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- vi. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

At-Will Employment

Your employment with the Company is "at will", and thus your employment with the Company shall be terminable, with or without cause, by you or the Company, giving a notice of one (1) month during probationary period and three (3) months on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period, you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, software, source codes, keys, books, documents, cost data, price data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.



Compensation & Benefits

You shall receive salary as detailed below:

Name		Amit Bohra
Annual CTC		₹4,70,184.00
Basic	48.15% of CTC	₹2,26,400.00
House Rent Allowance	50.00% of Basic	₹1,13,200.00
Mandatory Provident Fund (EPF) Employee Contribution	12.00% of Basic upto a maximum of 1800 per month of (Gross - Employer Contributions for EPF, Gratuity & ESI), if this Gross is < 21001 per month	₹21,600.00
Mandatory ESI Employee Contribution	0.75% month	₹0.00
Total Fixed Salary		₹3,61,200.00
Health Coverage	1000 per month #	₹12,000.00
Provident Fund (EPF+EPS) Employer Contribution	12.00% of Basic upto a maximum of 1800 per month	₹21,600.00
EPF Administrative Charges	0.50% of Basic upto a maximum of 75 per month	₹900.00
EDLI Contribution	0.50% of Basic upto a maximum of 75 per month	₹900.00
Gratuity Contribution	6.00% of Basic * of (Gross - Employer Contributions for EPF, Gratuity & ESI), if this Gross is < 21001 per month	₹13,584.00
Mandatory ESI Employer Contribution	3.25% month	₹0.00
Total Employer Contributions		₹48,984.00
Variable Component		₹60,000.00

Health Insurance Employer Contribution is approximate and varies based on applicable factors for the premium calculation

* Gratuity Contribution is a notional contribution. Employees will be eligible for payment of gratuity as per the Company policy for the same.

- Variable Component of the salary is a sum that is paid out on a half-yearly basis. It is linked to the performance of the company and your performance in the linked period as per the employment performance appraisal policy. The Variable Pay program may be modified in part or full thereof from time to time, at the sole discretion of the Company. It is mandatory for you to complete the linked period for which the Variable Pay applies i.e. your employment with the Company should not cease before the next linked period starts and you should not have resigned by the time the linked period ends.
- Free snacks, beverages as per the discretion of the Company are available for your consumption.
- Free access to all the paid course content on CodeTantra platform for the entire duration of employment.
- Leave, holidays and working hours are as applicable to your job and business unit.



Please acknowledge and confirm that the above terms and conditions are all acceptable to you and that you accept the offer of appointment by submitting a signed copy of this letter, with your original signature, on the date of joining.

Yours Sincerely

For CodeTantra Tech Solutions Pvt Ltd

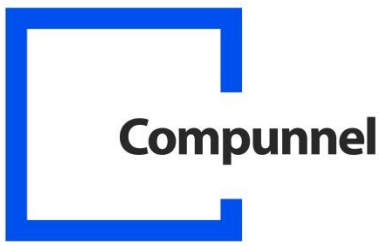
I, **Amit Bohra**, have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name:

Signature:

Place:

Date:



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

1/2/2020

Ref : COMP/JOL/19/654

Archit Jain
Ward no- 2, Nai Mohalla, Phagi
Jaipur, Rajasthan- 303005

Sub: Job Offer

Dear Archit,

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 : **6th January 2020**
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	Archit Jain			
Division	Compunnel Staffing			
Designation	Recruiter			
DOJoining	6 th January 2020			
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:** 07:00 PM to 04:00 AM

8. **Terms and Conditions:**

Leave Rule: No paid leaves for the first 3 months of employment. Your leave balance will be accrued, and you can utilize these leaves for personal or medical emergency after the defined on-the-job training duration.

Training Constituent: Mandatory training of 2-5 days in the first week of joining depending on your profile & experience. No paid leaves will be granted and in case of no-call-no-show, there will be no payment for the entire training duration. In the case of absenteeism from mandatory training days due to any unforeseen situation then the training will be extended as per the plan shared by the training manager. Also, please note that your calls will be monitored for training and quality purposes.



Ajai Mehrotra
VP – Human Resources

Signature of the Candidate

PRIVATE & CONFIDENTIAL

To,
Arjun Gupta

Date: 20-Dec-2019

Letter of Intent (LOI)

Dear Arjun

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.If any of the above conditions are not met, this LOI read with e mployment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of Six months tenure, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name: ARJUN GUPTA

Signature: Arjun

Address: 16, Nagnechiji Scheme, Pawampuri, Bikaner (Raj)

Date: 20-12-2019

Arjun Gupta	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY

PRIVATE & CONFIDENTIAL

To,
Ashish Kumar Sisodiya

Date: 18-Dec-2019

Letter of Intent (LOI)

Dear Ashish

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Six months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Ashish Kumar Sisodiya	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Astha Rai
astharai@jkl.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,


DocuSigned by:

96A0C900E51418
Name: Bramh Gupta

CEO, RoboMQ

Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

1F52AD824973464...

10/23/2019

Date

www.RoboMQ.io

Ph: (800) 880-3714

SaaS and IoT Integration Platform



MTX IT CONSULTING SERVICES PRIVATE LIMITED

Level 9, Unit 2A-2, Octave, Knowledge City,
Hitech City, Hyderabad 500081

December 4, 2019

Ayush Misra

Re: Offer of Employment

Dear Ayush,

We are pleased to offer you the position of **Consultant Trainee** at MTX IT Consulting Services Private Limited ("MTX"). You will report to **Sahil Batra**, Director - Team Enablement & Community Engagement. This position is located in **Jaipur**. Your date of joining will be in **first week of June 2020** (final date will be confirmed before one month of the joining date). Should you accept this offer, please notify us in writing via email within 7 days.

We are happy to offer you the following compensation package:

- CTC Rs. 650,000 per annum.
- CTC Breakup:

Computation	%	Yearly	Monthly
Basic	50%	325,000	27,083
HRA(OF BASIC)	40%	130,000	10,833
Telephone Allowances	60000	60,000	5,000
Food Coupons	30000	30,000	2,500
Leave Travel Allowance	16250	16,250	1,354
Employer PF	12%	39,000	3,250
Special allowance		49,750	4,146
Total		650,000	54,167

As an employee of MTX, you will also be eligible for additional benefits:

- Group Medical Insurance (Self+Spouse+2 Children family floater) with a cover of 5 Lacs
- An option of Paytm Food Wallet (up to Rs. 2500) as a tax benefit
- Monthly Internet Reimbursement of upto Rs. 1000
- Company Stocks (will be detailed in the Equity Agreement once you join us)
- Disability and accidental coverage
- Learning and development with access to online content, certifications, courses and executive courses at universities such as MIT, Harvard, ISB, IIM, Stanford, etc.

It is understood that your employment is voluntary and treated as 'at-will'. Should you accept our offer, a formal employment agreement shall follow this letter. Welcome to MTX, we are excited



MTX IT CONSULTING SERVICES PRIVATE LIMITED

Level 9, Unit 2A-2, Octave, Knowledge City,
Hitech City, Hyderabad 500081

to work closely with you going forward. Please feel free to reach out to us with any questions.

*Note: This offer is intended for **Ayush Misra** only. If there is any suspicion of fraud, MTX IT Consulting Services Private Limited has the right to revoke this offer immediately.*

Sincerely,

Manish Kumar (Chief Growth Officer)
Managing Director
MTX IT Consulting Services Private Limited



Offer: Computer Consultancy
Ref: TCSL/DT20184841983/Delhi
Date: 17/09/2019

Mr. Chirag Bansal
31, Shree Hari Man Jyoti Colony Shree Hari Man Jyoti Colony,
Deoli, Tonk,
Deoli-304804,
Rajasthan.
Tel# 91-8005919200

Dear Chirag Bansal,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20184841983

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TCSL/DT20184841983

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below



documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Chirag Bansal
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20184841983

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore Lead – ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead – ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead – ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad Lead – ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead – ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead – ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium,2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead – ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead – ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead – ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead – ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Devansh Aggarwal
aggarwaldev26@gmail.com

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

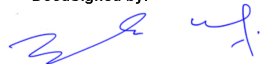
After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

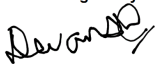
Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

8FA5A36856F1416...

10/22/2019

Date



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Divya Sharma

divyasharma@jklu.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

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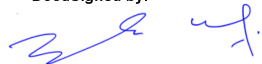
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During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

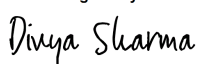
Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

58FFC52BEB264B0...

10/21/2019

Date

December 07, 2019

Divyank Singh

JK Lakshmipat University

Ajmer Road, Mahapura,

Rajasthan 302026

Dear Divyank,

Further to your application and subsequent interview with us, we are pleased to offer you the post of **Junior Associate Software Developer** Grade "T" in our organization. Your stipend will be **INR. 10,000** per month (Rupees Ten Thousand only) including fixed & variable components, subject to tax and other statutory deductions as applicable.

A detailed appointment letter with terms and conditions of your employment will be issued after completion of your training.

You will be required to join your duties on or before **January 20, 2020 at 9:30 AM** at the following address:

Vinove Software & Services Pvt.Ltd

Infinity Business Park,101(Ground Floor), H-221, Sector- 63, Noida

It is understood that this offer is on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false or incorrect, or that any material or relevant information is concealed, this offer will be considered ineffective, and irregular.

We look forward to your joining our organization or a long, successful and mutually rewarding relationship.

For **Vinove Software and Services Pvt. Ltd.**



Ajay Kumar Tandon

HR Department

Date: 23rd Sep, 2019

Sub: Offer of Employment

Dear Ms. Garima Pandey,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

On successful completion of your training, **INR 2,55,000 – INR 3,24,000 per annum (Rupees Two Lakhs Fifty-Five Thousand to Three Lakhs Twenty-Four Thousand per annum) based on performance**. Even during the training cycle, you shall be paid a sustenance allowance of INR 12000 per month which shall primarily cover your conveyance, lodging and boarding expenses.

You shall be also undertaking a Service Level Agreement includes training and additional 2 years post completion of your training cycle.

A detailed appointment letter shall be issued on your joining the organization. We request you to return the enclosed duplicate copy of this letter as a token of acceptance of this offer letter

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the organization. You will, therefore, be required to sign a "Code of Conduct and Non-Disclosure Agreement" of our organization at the time of your joining the organization.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Garima Pandey
Read, Received and Accepted.

01-Jul-2020

Dear Harshita Gupta,
B.Tech/B.E., Electronics and Communication Engineering
JK Lakshmiipat University



Candidate ID – 14190204

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Harshita Gupta **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7129	85,548
	Annual Gross Compensation		353,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		376,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		401,991

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



Appointment Letter

Oct 24, 2019

Dear **Kapil Jain**

On behalf of CodeTantra (the "Company"), I am pleased to offer you employment with CodeTantra in the position of **Product Development Engineer**, starting on **01 June 2020** along with a full-time internship from **04 November 2019** to **31 May 2020**. Congratulations! We are glad to have you join the team! This letter is meant to provide you the terms of your employment with the Company. Please bear in mind that the terms may be modified based on changes to the Company policy.

Appointment

- i. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- ii. You will be on probation for a period of 6 months from the date of your appointment. On completion of probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your position. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- iii. You may be transferred to any other location, department, function, establishment or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- iv. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by your University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- v. A copy of this letter, duly signed by you, has to be submitted on the date of joining, along with a copy of your Aadhaar card, a copy of your passport, 4 passport size photographs.
- vi. Successful completion of the full-time internship for the specified duration is a precondition to this employment offer.

Responsibilities

- i. This is a full-time position, requiring you to perform all corresponding responsibilities effectively and to the best of your ability and deliver results. The Company allows flexible office hours to enable you to deliver results effectively. While doing so, occasionally, you may even be expected to work extra hours to deliver the expected results as per your job requirements.
- ii. You are required not to engage in activities that have or will have an adverse impact on the reputation and business of the Company, whether directly or indirectly.
- iii. You may be required to undertake travel for business purposes, both within and outside India. During such travel, you will be eligible for reimbursement of travel expenses as per the applicable policy of the Company.
- iv. We are committed to uphold integrity in all aspects of the Company's functioning. You are expected to comply with all the policies ("the Policies") of the Company including those on Code of Business Conduct and Ethics.
- v. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies of the Company or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.



Confidentiality

- i. You will be required to comply with the Confidentiality Policy of the Company in all aspects of your job. You will be required to treat all Confidential Information (as defined by the Confidentiality Policy of the Company), as secret and confidential, and not use or disclose any such Confidential Information, except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (regardless of the circumstances of, or the reasons for, the cessation).
- ii. In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing on this letter, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

Assignment of Intellectual Property

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

Conflict of Interest

- i. You are required to engage yourself exclusively in the work assigned by the Company and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a) Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - b) Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - c) Any existing employee to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict

Non-Compete Policy

In the course of your employment with the Company, you will be privy to product roadmaps and strategy, and you will also be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of twelve (12) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not



accept any offer of employment from a competitor and/or customer or client (with whom you have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation).

General

- i. This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or wilfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or wilfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available under law.
- ii. Please note that you are required to notify us of any agreements, written or oral, which you have entered into that may relate to or affect your commitments under this employment agreement.
- iii. This employment agreement sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral.
- iv. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement.
- v. You acknowledge that you have understood the terms of this employment agreement and that you are aware that the specific performance of the terms of this employment agreement may be enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- vi. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

At-Will Employment

Your employment with the Company is "at will", and thus your employment with the Company shall be terminable, with or without cause, by you or the Company, giving a notice of one (1) month during probationary period and three (3) months on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period, you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, software, source codes, keys, books, documents, cost data, price data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.



Compensation & Benefits

You shall receive salary as detailed below:

Name	Kapil Jain	
Annual CTC	₹5,50,088.00	
Basic	48.14% of CTC	₹2,64,800.00
House Rent Allowance	50.00% of Basic	₹1,32,400.00
Mandatory Provident Fund (EPF) Employee Contribution	12.00% of Basic upto a maximum of 1800 per month of (Gross - Employer Contributions for EPF, Gratuity & ESI), if this Gross is < 21001 per	₹21,600.00
Mandatory ESI Employee Contribution	0.75% month	₹0.00
Total Fixed Salary	₹4,18,800.00	
Health Coverage	1000 per month #	₹12,000.00
Provident Fund (EPF+EPS) Employer Contribution	12.00% of Basic upto a maximum of 1800 per month	₹21,600.00
EPF Administrative Charges	0.50% of Basic upto a maximum of 75 per month	₹900.00
EDLI Contribution	0.50% of Basic upto a maximum of 75 per month	₹900.00
Gratuity Contribution	6.00% of Basic * of (Gross - Employer Contributions for EPF, Gratuity & ESI), if this Gross is < 21001 per	₹15,888.00
Mandatory ESI Employer Contribution	3.25% month	₹0.00
Total Employer Contributions	₹51,288.00	
Variable Component	₹80,000.00	

Health Insurance Employer Contribution is approximate and varies based on applicable factors for the premium calculation

* Gratuity Contribution is a notional contribution. Employees will be eligible for payment of gratuity as per the Company policy for the same.

- Variable Component of the salary is a sum that is paid out on a half-yearly basis. It is linked to the performance of the company and your performance in the linked period as per the employment performance appraisal policy. The Variable Pay program may be modified in part or full thereof from time to time, at the sole discretion of the Company. It is mandatory for you to complete the linked period for which the Variable Pay applies i.e. your employment with the Company should not cease before the next linked period starts and you should not have resigned by the time the linked period ends.
- Free snacks, beverages as per the discretion of the Company are available for your consumption.
- Free access to all the paid course content on CodeTantra platform for the entire duration of employment.
- Leave, holidays and working hours are as applicable to your job and business unit.



Please acknowledge and confirm that the above terms and conditions are all acceptable to you and that you accept the offer of appointment by submitting a signed copy of this letter, with your original signature, on the date of joining.

Yours Sincerely

For CodeTantra Tech Solutions Pvt Ltd

I, **Kapil Jain**, have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name:

Signature:

Place:

Date:

Date: 23rd Sep, 2019

Sub: Offer of Employment

Dear Mr. Himanshu Rathore,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

On successful completion of your training, **INR 2,55,000 – INR 3,24,000 per annum (Rupees Two Lakhs Fifty-Five Thousand to Three Lakhs Twenty-Four Thousand per annum) based on performance**. Even during the training cycle, you shall be paid a sustenance allowance of INR 12000 per month which shall primarily cover your conveyance, lodging and boarding expenses.

You shall be also undertaking a Service Level Agreement includes training and additional 2 years post completion of your training cycle.

A detailed appointment letter shall be issued on your joining the organization. We request you to return the enclosed duplicate copy of this letter as a token of acceptance of this offer letter

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the organization. You will, therefore, be required to sign a "Code of Conduct and Non-Disclosure Agreement" of our organization at the time of your joining the organization.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Himanshu Rathore
Read, Received and Accepted.



October 31, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Kapil Jain,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.

Offer Letter

To: Karan Pratap Singh

Sub: Offer Letter

Offer Date: 10th January 2020

Joining Date: 16th January 2020

Reference: APPCINO/#00456

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **“Trainee Software Engineer”** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. First 6 months from your joining date would be considered as your probation period and your CTC will of **INR. 20,000** (Per Month) (Provident fund and ESIC deduction will be inclusive of CTC).
2. Your salary will be revised to CTC **INR. 20,000 (Per month)** for next 1 Year (Provident fund and ESIC deduction will be inclusive of CTC), after the completion of a duration of 1.5 years from the date of joining, package will be revised to CTC **INR. 25,000** per month for next 6 months. (Provident fund deduction will be inclusive of CTC).
3. Your first increment discussion will be after 24 months from the date of joining based on yours and company's performance.
4. You agree to serve the company for at-least two year from your date of joining. In case you leave the employment in less than 2 years you also agree to refund the following:
 - a. Training fees of **INR 2,00,000**
 - b. Amount Company has paid as fee to the recruitment consultant (if any), and
 - c. Relocation fee (if any)
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days paid leave per year as mentioned in the staff policy manual after the completion of probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice either by you.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
 1. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
 - Offer of Employment.
 - Term of Employment.
 - Employee Confidentiality, Invention Assignment and Non-Compete Agreement.The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
 2. Representative Warranties:
 - By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.
 - You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.

- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

Appcino Technologies Pvt Ltd:

Employee Name

Jyoti Chandak

HR- Talent Acquisition

December 07, 2019

Karan Pratap Singh

JK Lakshmipat University

Ajmer Road, Mahapura,

Rajasthan 302026

Dear Karan,

Further to your application and subsequent interview with us, we are pleased to offer you the post of **Junior Associate Software Developer** Grade "T" in our organization. Your stipend will be **INR. 10,000** per month (Rupees Ten Thousand only) including fixed & variable components, subject to tax and other statutory deductions as applicable.

A detailed appointment letter with terms and conditions of your employment will be issued after completion of your training.

You will be required to join your duties on or before **January 20, 2020 at 9:30 AM** at the following address:

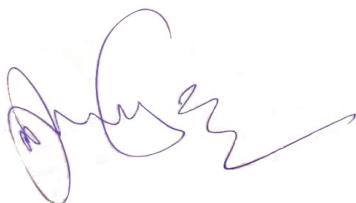
Vinove Software & Services Pvt.Ltd

Infinity Business Park,101(Ground Floor), H-221, Sector- 63, Noida

It is understood that this offer is on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false or incorrect, or that any material or relevant information is concealed, this offer will be considered ineffective, and irregular.

We look forward to your joining our organization or a long, successful and mutually rewarding relationship.

For **Vinove Software and Services Pvt. Ltd.**



Ajay Kumar Tandon

HR Department

PRIVATE & CONFIDENTIAL

To,
Kaushlendra Kumar Pandey

Date: 18-Dec-2019

Letter of Intent (LOI)

Dear Kaushlendra

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Six months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Kaushlendra Kumar Pandey	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY



JKLC: HR: 2019/4334

Mr. Keshav Mundra
Pratap Nagar, College Road
Beawar, Distt: Ajmer
Rajasthan

Appointment Advice

Dear Mr. Mundra,

This has reference to your application dated 14.11.2019 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 01.06.2020 at our Jaipur office and Your Initial Place of Posting shall be Udaipur.

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 (Civil) 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,

K. Mundra
22/11/19

ACCEPTED

Yours faithfully,
FOR JK LAKSHMI CEMENT LIMITED

[Signature]
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: jklc.customercare@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

JK LAKSHMI
C E M E N T

JK LAKSHMIPLAST
PLASTER OF PARIS

JK LAKSHMI
READY MIX CONCRETE



JKLC: HR: 2019/4333

Mr. Deepansh Dikshit
MIG 16, LDA Colony
Aishbagh – Lucknow
Uttar Pradesh

Appointment Advice

Dear Mr. Dikshit,

This has reference to your application dated 12.11.2019 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 01.06.2020 at our Sirohi Plant.

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 (Mechanical) 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,

Deepansh Dikshit
22/11/19

ACCEPTED

Yours faithfully,
FOR JK LAKSHMI CEMENT LIMITED

[Signature]
DR. TAPOMOY DEB
VICE PRESIDENT (HR)

*11



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

JK LAKSHMI

JK LAKSHMIPLAST
PLASTER OF PARIS

JK LAKSHMI
READY MIX CONCRETE



November 8, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Kuldeep Sharma,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.

07 November 2019

Mr. Kuldeep Sharma
kuldeepsharma@jkl.edu.in
8696796234

OFFER LETTER

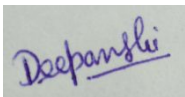
Dear Kuldeep,

We are pleased to confirm your temporary employment for the profile of **Tech Intern** at our Jaipur office. Your internship will be of 6 months starting from **1 Jan 2020** till **30 June 2020**. Your monthly stipend structure (on working of 9 hrs per day, 6 days a week) for the internship period (6 months) will be **INR 6,000 CTC** per month.

Please review, sign & return the duplicate copy of this offer letter, as a token of your acceptance to this letter.

Congratulations and Welcome to Synoriq!

Thanking you,
Yours truly



Deepanshi Jain
Director



Registered Address: S1, Plot No. 28, Ayuwan Singh Nagar, Maharani Farm, Durgapura, Jaipur - 302018 (Rajasthan)

Mobile: +91-8452917434 | **Website:** www.synoriq.com | **CIN:** U72900RJ2017OPC058899 | **PAN:** AAZCS1364H

INTERNSHIP POLICY

1. In this temporary employment, you are obliged to follow the COMPANY policies. The COMPANY has made the offer of temporary employment on the basis of the information, statements, and facts ('Information') as provided by you during the document submission. The COMPANY reserves the right to terminate the services forthwith at the time of joining or at any point of time in future during the employment with the COMPANY if any of the Information provided by you is found to be false or misleading or concealed (whether in part or whole) and/or in case of any criminal background on your part.
2. The internship certificate will be provided only on the successful completion of 6 months internship. If you take any unpaid leaves then the duration of the internship period will be increased in the following way:

5- 15 days leave	The period will be increased by the same number of working days
15- 30 days	The period will be increased by 30 working days
More than 30 days	By default, the INTERN will be terminated and no certificate will be issued but the profile will be reviewed case by case

3. Application for leave needs to be submitted to the HR and the concerned manager beforehand. All leave applications should be subject to due approval from your respective manager. Leaves for exams will be approved when the concerned TPO sends exam notification, a week prior to the leaves required. Uninformed leave that is, if no prior information about the absence from work will be considered as NCNS (No Call No Show), which has its own implications.
4. During temporary employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company. Also, you shall not divulge any confidential information or violate any agreement(s) with prior employers or their clients. Data or Information provided by any of the clients is meant to be confidential and is of supreme secrecy. Usage or sharing of this information with anyone can be marked under criminal offense depending upon the severity.
5. Pre-placement offer (PPO) can be provided to you on the successful completion of the internship as well as the interview process.

Registered Address: S1, Plot No. 28, Ayuwan Singh Nagar, Maharani Farm, Durgapura, Jaipur - 302018 (Rajasthan)

Mobile: +91-8452917434 | **Website:** www.synoriq.com | **CIN:** U72900RJ2017OPC058899 | **PAN:** AAZCS1364H

July 1st, 2020

Kunal Kumawat

47, Engineer's colony
Sirsi Road Panchywala
Jaipur, Rajasthan 302034

Dear **Kunal**,

Congratulation!

This is with reference to your request for employment with **Chainbox Infotech** (the Company) and the subsequent interviews you had with the representatives of the Company.

We are pleased to make the following offer to you for employment with Chainbox Infotech.

Role and Commencement of Employment

Your initial appointment shall be for the position of **Business Analyst & Developer** and your employment will commence on a date not later than **July 1st 2020**.

Location

Your initial place of work shall be the Company's Client Head office in Mumbai, Maharashtra. In the course of your employment you shall, at such time and for such periods as may be required by the Company, travel anywhere in India or abroad and locate yourself in the offices of the Company, its affiliates, principals, subsidiaries, vendors or clients.

Fixed Compensation

Your starting salary on Cost to Company basis will be a sum of **Rs.25,000 per Month** (Rs. 20000 Per Month + Rs. 5000 Per Month Retention Bonus), the breakup of which is mentioned in **Annexure A**. Your salary may be revised from time to time after due consideration of all relevant factors. Also, the Company may, due to compelling business reasons, reduce your salary at any time with prior intimation to you.

Probation

You will be on probation for a period of 6 months from the date of joining. On completion of six months, there will be a performance review based on which: (a) You may receive your confirmation letter constituting you a regular employee of the Company; or (b) Your probation period may be extended up to a maximum of 1 year or (c) Your services as a probationer may be terminated. Notwithstanding anything to the contrary in this letter or any other term of your employment, the Company may, if not satisfied of your performance, terminate your services at any time during the probation period or any renewal thereof by prior written notice of 6 Month.

Leave

Subject to the applicable policy of the Company, you will be eligible for annual leave and approved national and festival holidays.

Termination

You are required to work atleast for a period of 12 months including the period of probation which would be 6 month of date of joining office. If you leave before the 12 month period you are required to pay 3 month gross salary. Except when the Company chooses to terminate your services forthwith due to your misconduct, either you or the Company may terminate your services by prior notice in writing of 30 days or pay in lieu thereof. Notwithstanding anything to the contrary in this letter or any other term of your employment (i) the Company may, in the event of your resignation, relieve you with effect from a date earlier than the date on which you wish to be relieved, without any further payment in lieu thereof, and (ii) in the event of the Company terminating your services the Company shall not be obliged to offer you re-employment in preference over others on any account whatsoever.

Confidentiality

The terms of this letter and any discussion you may have had or should have, with the representatives of the Company, shall be treated by you with utmost confidentiality.

This offer shall remain open for your unconditional acceptance for a period of **15 days** from the date first written above. You may indicate your acceptance to the terms of this offer by affixing your signature in the space provided below. If the Company does not receive your unconditional acceptance within the specified time period, the offer shall lapse automatically without any further communication from the Company.

Notwithstanding your acceptance of this offer in the manner stated above, the Company will take you on its rolls subject to your unconditional acceptance and execution of the Employment Agreement and the Employee Intellectual Property and Confidentiality Agreements. This offer will be withdrawn immediately without any liability to the Company on your refusal to so accept and sign the said agreements.

This letter supersedes and replaces any existing or prior terms between you and the Company relating generally to the same subject matter.

We would like to take this opportunity to welcome you to the Company and look forward to a mutually beneficial association.

Aakash Kakkad

Co-Founder – Chainbox Infotech

I confirm that I have voluntarily offered my services to the Company and that neither the Company nor any of its officers or employees has solicited my services by persuading me to terminate any other contract of employment or otherwise. I have read and understood the contents of this Letter and accept the same without any reservations whatsoever.

Kunal Kumawat

Place:

Date:

Witness 1 for and on behalf of

Witness 2 for and on behalf of

Signature:

Signature:

Name:

Name:

Contact number:

Contact number:

Address:

Address:

Annexure A

Dear **Mr. Kunal Kumawat**,

Greetings from Chainbox Infotech. With reference to your Resume and subsequent interviews, we are pleased to appoint you as “**Business Analyst & Developer**” in our organization on the following terms and conditions:

Date of Joining: 1st July 2020

Client Location: Prabhadevi, Mumbai

Office Timings: 9:30 - 6:30 PM (Working days, Monday to Friday)

Remuneration:

Particulars	Details	Remarks
Month	July'20 – December'20	
Monthly Salary (Net)	INR 20000/-	Less Professional Tax
Retention Bonus	INR 5000/-	To Be Paid After December 2020
Total Monthly Salary	INR 25000/-	Gross Monthly Salary

Particulars	Details	Remarks
Month	December'20 – June'21	
Monthly Salary (Net)	INR 25000/-	Less Professional Tax
Retention Bonus	INR 5000/-	To Be Paid After June 2021
Total Monthly Salary	INR 30000/-	Gross Monthly Salary

As per our communication you are required to work atleast for a period of 12 months including the period of probation which would be 6 month of date of joining office.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,

For Chainbox Infotech

Aakash Kakkad



Respected Sir / Madam

Congratulation!

We are glad to inform you that Mr. Kunal Shah (Roll No. 2015BTECHCSE007) of your university in B.Tech Computer Science and Engineering Branch is selected for Placement cum Internship at our organization. He will be having a training period of 5 months with a stipend of 25000/- cash and then will join us as an associate engineer after that with a minimum CTC of 8 Lakhs Per Annum. He will be working with us on various projects under guidance of our trained engineers in period of internship and will be market ready by the time for handling large scale projects.

Kunal Shah will be joining our company as a trainee in the month of January 2020 and as an associate engineer in the month of August 2020. We hope for best experience with your student and wish him a good career ahead. For any queries or clarification, Kindly contact the undersigned.

White Canvas Technology

Mouli

Authorised Signatory



108, Rajkamal Plaza-A, Opp. Sakar-3, Ashram road,
Income Tax, Ahmedabad-380014, Gujarat, INDIA

T. 079 4003 3108

• info@whitecanvastechology.com

• www.whitecanvastechology.com



JKLC/WO/PERS/2020
29/08/2020

Mr. Mahesh Kumar Purohit
S/o Shri Achla Ram Purohit
Purohit Vas, Adarsh
Post: Jaykaypuram, Distt: Sirohi (Raj.)

Sub: Appointment Advice

Dear Sir,

With reference to your application dated 21/08/2020 and the subsequent interview you had with us, we are pleased to appoint you as **ASSISTANT ENGINEER (ELECTRICAL)** for JK Lakshmi Cement Limited, Jaykaypuram (Post), Distt: Sirohi, Rajasthan, 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 the time of joining duties.

You are required to report for duties to Shri BB Wadhawan, Senior Vice President (Engg.) at the earliest, but not later than 05/09/2020.

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

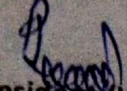
Please arrange to submit the original documents for verification, along with one set of following certificates to us at the earliest or at the time of joining duties:

1. Copies of Educational certificates including certificate of Date of Birth.
2. Copies of Certificates from persons regarding character/general conduct.
3. Copy of appointment letter and release order received from previous employer, (if employed), along with details of last drawn salary.
4. Documentary proof for Permanent Address, Copy of PAN Card, Savings Bank Account and Aadhar Card, along with 2 copies of your recent passport size photographs. (Please also note that PF UAN & Aadhar Card are mandatory requirements for maintaining your PF account).

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 Ltd.


Sr Vice President (Works)

Admn. Office: Nehru House, 4, Bahadur Shah Zafar Marg, New Delhi 110 002; Phone: 33001142 / 33001112; Fax: 91-011-23722251/ 23722021;
E-Mail: jkic.customer@jkm.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@ic.jkm.com

PRIVATE & CONFIDENTIAL

**To,
Manvendra Singh Naruka**

Date: 18-Dec-2019

Letter of Intent (LOI)

Dear Manvendra

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Six months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Manvendra Singh Naruka	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY



October 31, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Mayank Bhimrajka,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline.

PRIVATE & CONFIDENTIAL

Dated: **Thursday, 19th December 2019**
Naman Dhingra
Noida
India

OFFER OF INTERNSHIP CONTRACT

Dear Naman,

This is in continuation to the discussions between Samishti Infotech Pvt. Ltd. and yourself, we are pleased to make an offer of employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed as a **Member of Technical Staff (MTS)** and your designation at the time of permanent joining would be **SAP Associate Consultant**.
- 1.2 Your joining date will be **2nd January 2020 at 9:30 am**.
- 1.3 You shall be based in **Noida** however will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 You are requested to bring your own laptop during your internship period.
- 1.5 Any plans of examination leaves/ personal leaves has to be informed well in advance to your mentor.
- 1.6 On joining you shall report to **Saurabh Mukim** and in his absence any other person nominated by him.
- 1.7 Your employment with the Company is subject to:
 - your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any,
 - and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - Your agreement to serve the Company for a period of at least 24 months post the completion of your Internship Period.
- 1.8 By accepting this offer of employment, you hereby extend your consent and authorize the company to undertake a background check on you and with regards to the data regarding your candidature provided by you for this employment as per policy of the company.

2. Remuneration

- 2.1
 - a) You will be a "**Stipend**" of **Rupees 10,000/-** per month until the completion of your graduation course.
 - b) You will be paid a "**CTC**" of **Rupees 3,50,000/-** per annum post the completion of your internship period. (**NOTE:** Detailed remuneration will be shared at the completion of Internship period).
 - c) You would have to submit all your graduation marksheets, Course completion Certificate and Degree/Provisional Degree for the purpose of background check.
- 2.2 As part of **CTC**, the following benefits are also provided by Samishti Infotech:
 - Hospitalisation Insurance (Mediclaime) coverage for you, your spouse and dependent children (total of 4 pax.) up to a maximum benefit of Rupees 300,000 per family per annum.
- 2.3 Your salary will be reviewed along with the general review date for all other company employees on a pro-rata basis. Salary reviews are based on work performance and increments are therefore granted on merit.

3. Performance of Duties & Conflict of Interest

- 3.1 You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.
- 3.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.
- 3.3 You shall keep strictly confidential details of your salary and employment benefits within and outside the company.
- 3.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties.
- 3.5 You shall not for a period of one year after the termination of your employment, directly or indirectly compete with the company and will not become an employee of any other entity which carries on or controls a business which is in competition with the business of the company. Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity, whether in corporate, proprietorship or partnership form or otherwise.
- 3.6 You shall at all times conduct yourself in an ethical, professional and honest manner. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a Customer, Partner or Supplier, you will be dismissed instantly and prosecuted to the full extent of the Law.

4. Taxes

The Company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

5. Working Hours

Normal hours are determined by the Company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies.

6. Termination of Employment

- 6.1 Either the Company or you may at any time terminate this agreement by giving in writing to the other party Three (03) months' notice subject to your tenure outside the one year on bond-period. In this connection, the Company reserves the right to pay or recover a sum equal to the amount of salary in lieu of said notice period. Notwithstanding anything to the contrary herein, the Company at its sole discretion may relieve you from such date as it may deem fit even prior to expiry of the aforesaid notice period. However, if management of the Company desires the employees to continue the employment during the said notice period, the employee shall comply with the same.
- 6.2 Accrued leave is not to be offset from the notice period except with the express written permission of the Company.
- 6.3 For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the Company, whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party.
- 6.4 The Company shall have the right to terminate your employment at any time without notice or payment in lieu thereof or without any further obligation, if:

- you commit any material breach of any of your duties and responsibilities under this contract; or
- you are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment; or
- the Company is restricted from continuing to employ you because of any other legal incapability; or
- any data regarding your candidature provided to the company is found to be false/ untrue/ misleading in any respect; or
- The company finds any adverse report on account of your background check as referred herein.

You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged

7. Assignment

At its discretion, the Company may assign you to projects within or Outside India, depending upon the location of the project. You will be covered by the terms and conditions as applicable to other employees, who are assigned to the projects.

8. Retirement

You shall retire on your 60th birthday or the last day before this, if your birthday does not fall on a working day.

9. Alterations

The above terms may be modified by the Company from time to time in writing and such variations shall be binding on you.

10. Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in New Delhi.



11. SAP Certification

To enable consultants work on global projects it's mandatory to clear the SAP certification exam of relevant field maximum within 3 months from the date of joining. Company will facilitate the certification process by providing guidance and financing the certification exam fee.

On behalf of Samishti, I am delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Samishti Infotech Private Limited**

Authorized Signature

I accept the terms & conditions of service outlined above.

Naman Dhingra

Date: _____

Expected Date of Joining: _____



Dexpert Systems Private Limited

OFFER LETTER

To,

Mr Naman Dwivedi

GITS, Udaipur

Dear Naman,

The Company is pleased to offer you

- 1) A full-time internship position with us throughout your last semester of your engineering course
- 2) A full-time employment with us as a software engineer after you successfully pass your engineering course.

Both the positions need to be at our Pune location. Your monthly stipend during the internship would be Rs 10,000 (Ten thousands only). Your gross annual salary would be 3.1 lakhs Rs per annum as a full-time employee.

We would like you to start with us from December 23rd 2019. This offer is valid for 7 days. Please return acceptance of offer by return email by 9th December 2019, failure doing which the offer will be invalid.

For Dexpert Systems Private Limited

Authorized Signatory

Anupam Teeran



Place: PUNE

Date: December 1, 2019

Reg Address: R-120,
Ravi Park, Handewadi Road,
Hadapsar,
Pune-411028, India
Phone: +91 20 66209440
www.dexpertsystems.com
GST NO-27AAECD9042J1ZG
CIN-U72900PN2013PTC149957



P.K. CONSULTING ENGINEERS PRIVATE LIMITED

TC Tower, Metro Pillar No. 29, Near Mansarovar Metro Station, Jaipur-302019

Email :pkconsultingindia@gmail.com, PH- 0141-2391126

CIN :U45500RJ2016PTC055092

Date:11th May 2020

MR. NEERAJ LUNAWAT

Address: JK Lakshmipat University,
Near Mahindra SEZ,
Ajmer Road, Jaipur

Subject: Appointment for post of Graduate Engineer Trainee (Civil)

Dear Neeraj,

We are pleased to inform you that you have been considered for the position of Graduate Engineer Trainee (Civil) for the Design Department/Highway Division as per the terms and conditions of the company. Your place of work will be Jaipur. However, your job may require you to travel wherever our business interests currently are, or may lie in future. The monthly starting salary for this position is INR 15,000/- to be paid on a monthly basis. The date of joining will be informed in due course of time.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,

For **P.K. CONSULTING ENGINEERS PVT. LTD.**



Kushal Pareek

(Director - Highways)



Jaiman Construction and Consultants LLP

Date: 6 May, 2020

OFFER LETTER

Dear Mr. Jhanwar,

We are pleased to offer you the position of “**Trainee Engineer Highways**” in our Head Office in **JAIMAN Construction and Consultants LLP**. Following are the terms and conditions of your appointment.

You shall be paid CTC of **Rs. 10,000/- (Rupees Ten Thousand Only)** per month. **Tentative date of joining will be conveyed at earliest convenience.**

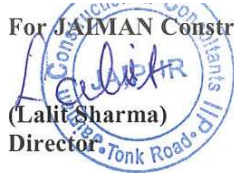
1. Your association will be with the company and your services will be utilized as per the requirement, however, your employment will be governed as per the organization's policies applicable in force from time to time and you shall be abide by them as a part of the Employee code of conduct.
2. You shall be issued a letter of formal Appointment carrying all requisite details about the Job Description, Roles and Responsibilities and other relevant Terms and Conditions of Employment including the details of remunerations so mutually discussed, agreed and consented upon within one week's time from the date of your joining with the Organization.
3. You shall have to perform your duties diligently & faithfully to your utmost capacity and with complete devotion. You shall be associated on full time basis and shall not undertake any work with any other employer. If the above terms are acceptable to you, Please sign and return a copy of this letter for our records. Validity of this offer is 7 days from the date of conception.

This offer letter is valid only when you join our Head Office.

Thanking you,

Yours faithfully,

For **JAIMAN Construction and Consultants LLP**



Acceptance and Declaration by the Employee

I hereby, declare and affirm that I have carefully read and understood the above terms and conditions of my offer letter and I accept and undertake to abide by the same.

Nikhil Jhanwar

JKTIL/HR/2020
17th March, 2020

Mr. Param Gupta,
c/o. JK Lakshmipat University,
JAIPUR.

APPOINTMENT ADVICE

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

You are advised to report to HR Department, JK Tyre & Industries Ltd., Patriot House, 3 Bahadur Shah Zafar Marg, New Delhi-110002, on 7th June, 2020.

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

- a) Copies of certificates of Educational / Professional qualifications
- b) Passport size photograph
- c) Photocopy of your PAN Card
- d) 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 & Industries Limited,



(Dr. Sudhansu Pathak)
Chief General Manager – HRD & OD



**PATEL TEJASKUMAR NANUBHAI**

Pitha- Padariya , Valsad- 396045

Email :- mitejas44@gmail.com

Phone:- (M) 8141525697,6352077737.

Sub.: Letter of Appointment

Dear Mr. Patel Tejaskumar Nanubhai,

Further to our earlier discussion, we are pleased to appoint you as Advisory Support (Junior-Middle Level Manager) in our organization on following terms and conditions.

1. Your duties and responsibilities shall be as assigned to you by the competent authority of the company from time to time. Presently, you will look after all the matters related to (EHS) for **ANAR CHEMICALS LLP. Factory at Plot No.12 & 14, Phase-1,Industrial Estate,Vatva,Ahmedabad-382445.**
2. Your appointment has commenced from effect from 25th June 2020.
3. You have been appointed on probation for a period of 3 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, if your performance, behaviour or conduct do not found satisfactory, you will be terminated by company without any notice, without assigning any reason whatsoever and without any compensation.
4. However, if the performance level does not meet the acceptable standard, the company reserves its right to extend the period of probation beyond six months. However, there will be no automatic confirmation as a matter of right and till such time your services are confirmed in writing and communicated to you, your services will be continued to be on probation.
5. On completion of Probation and written confirmation 1,000 Rs. Will be added to basic making your Total CTC to be 15,000 Rs. Incentive on performance is based on work and acceptance of work assessment.
6. Your consolidated salary breakup is as under:

Sr. No.	Particulars	Amount (Rs.)
1.	Basic	10,000.00
2.	HRA	8,000.00
3.	Conveyance Allowance	2,000.00
4.	Medical Allowance	1,000.00
5.	Education Allowance	1,000.00
	Total	22,000.00
6.	Ex.-Gratia (Bonus)	3,000.00
	CTC (Total)	25,000.00
7.	Incentive (Performance Base) Monthly.	5,000.00

Remuneration will be paid by NEFT to you on 10 to 15th of every month

7. You are liable to be transferred to any of the company's location / offices / associate companies existing or to be started in future, anywhere, at the sole discretion of the company.
8. All disputes arising in respect to your employment, non-employment, terms & conditions of employment shall be subject to the jurisdiction of competent authority/courts situated at the Ahmedabad.



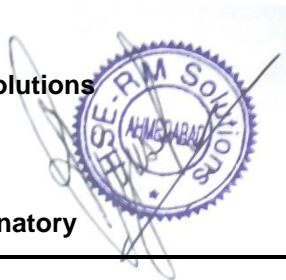
9. During the period under employment, in case you wish to leave our employment you will be required to give three months' notice in writing or one months' salary in lieu of the notice.
10. In-case your service are no longer required, the company retains the right to terminate your services at any time, without assigning any reasons, by giving you one month notice or one month salary in lieu of notice with immediate effect.
11. In case you remain absent for a continuous period of 6 days including leave granted and when you over stayed further for a period of 6 days without intimated, it would make you to lose your lien on the service and the same shall automatically come to an end without any notice or intimation. **AS SECURITY COMPANY REQUEST YOU TO SUBMIT TILL YOUR PROBATION ONE SIGNED BLANK CHEQUE OF YOUR SALARY AMOUNT. IF YOU LEAVE THE COMPANY WITHOUT INTIMATION AND NOTICE PERIOD YOU WILL BE LIABLE TO PAY 2 MONTH SALARY AS OPPORTUNITY LOSS TO THE COMPANY.**
12. Any rules, regulation and orders promulgated by the company and applicable to employees of level / cadre will also be applicable to you.
13. During your employment with company, you will not divulge or make known any information, secret processes or any information in any way whatsoever relating to the company or its business to any customer and/or any other business associates or any competitors. If any time, it is found that you have not conformed to these requirements, you will be liable to summary dismissal.
14. The assignment offered to you is a whole-time assignment and you will not undertake any other business / work/ assignment either on remuneration or in an honorary capacity. You will not appear in any examination or test without express or prior permission of the management.

Please confirm your acceptance of this appointment letter on the above-mentioned terms and conditions by signing and returning the duplicate copy of this letter.

We welcome you to HSE RM Solutions and assure that we will work together and succeed.

Thank you,

For: **HSE RM Solutions**



Authorized Signatory

Declaration

I Accept the employment and the terms and conditions mentioned in the aforesaid letter. I have understood the same in the language known to me.

Name: Patel Tejaskumar Nanubhai

Signature.

Date: _____

Place: _____



Dexpert Systems Private Limited

OFFER LETTER

To,

Mr Pranjal Tripathi

GITS, Udaipur

Dear Pranjal,

The Company is pleased to offer you

- 1) A full-time internship position with us throughout your last semester of your engineering course
- 2) A full-time employment with us as a software engineer after you successfully pass your engineering course.

Both the positions need to be at our Pune location. Your monthly stipend during the internship would be Rs 10,000 (Ten thousands only). Your gross annual salary would be 3.1 lakhs Rs per annum as a full-time employee.

We would like you to start with us from December 23rd 2019. This offer is valid for 7 days. Please return acceptance of offer by return email by 9th December 2019, failure doing which the offer will be invalid.

For Dexpert Systems Private Limited

Authorized Signatory

Anupam Teeran



Place: PUNE

Date: December 1, 2019

Reg Address: R-120,
Ravi Park, Handewadi Road,
Hadapsar,
Pune-411028, India
Phone: +91 20 66209440
www.dexpertsystems.com
GST NO-27AAECD9042J1ZG
CIN-U72900PN2013PTC149957

Reference: India/HR/024122019-01

Dated: 24-Dec-19

Mr. Prateek Dhalwal

Final Year B.Tech

JK Lakshmipat University

Jaipur – 302 026 | Rajasthan | INDIA | www.jklu.edu.in

Mobile: +91 7877286918

E-mail: Prateek.pdhalwal@gmail.com

Sub: Offer Letter for “Trainee-Data Availability Support”

Dear Prateek,

Congratulations, you have been selected to be part of itSimple family right in beginning of your professional journey. We are happy to extend this offer to you on full-time basis as “Trainee-Data Availability Support” in Technical team. This appointment is for the period of 6 months. Your stipend for this appointment will be INR 10,000 per month. The first six months of this appointment constitute a probationary period.

You will have opportunity of full time job at the end of this period which will make you eligible for Family Health Insurance, Yearly incentives and other benefit's.

Position Responsibilities: Although there may be some variation and change in responsibilities as the appointment proceeds, your duties in the appointment will be:

Support of customers for their Data availability requirements. We expect that you will be able to complete these responsibilities satisfactorily in 48 hours per week during the period of the appointment. One of organization senior employee will serve as your supervisor and will provide you with information on the scheduling of your responsibilities.

The training period is governed with following terms & conditions:

1. You will be on probation for the first Six months. Confirmation & Increment will be done after review of performance at the end of this period along with credits for your college final semester. Confirmation is the prerogative of the organization.
2. Fixed Salary: Gross INR 1,20,000.00 per annum (INR One lakh Twenty thousand only) payable monthly.
3. Date of Joining: 02-Jan-20
4. Working for minimum 48 Hrs in a week. The office timing will be as per the organization policy.
5. You will initially be based in Delhi NCR. The location might change as per business requirements.
6. Your employment will be governed by the rules and regulations of the organization in force or as introduced or amended from time to time in the organization.
7. You or the organization can terminate your employment at any time by giving Notice of 1 month either way. However, as part of organization's disciplinary process, your services can be terminated without any notice period.

ITS Technology Solution Pvt. Ltd. 207 Technology Apartments, 24 IP Extension, Delhi – 92. T: 43787777

B.O.: C-10, First Floor, Sector – 3, Noida 201301, T: +91 120 4155477 CIN : U72200DL2011PTC223465

Email : Info@itsimple.in

8. If after joining the organization's services, it comes to the notice of the organization that the statements or declarations made by you at the time of appointment were false or untrue or any material particular was suppressed, your services are liable to be terminated without any notice or compensation in lieu thereof.
9. You will not at any time divulge, communicate, make public or pass on any information in any form, related to any aspect, process, transaction and dealings of the organization to any person whether employed by the organization or not. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding other terms and conditions mentioned in the appointment letter. Further, you are advised not to divulge/communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the organization.
10. You are requested to deal with organization's property, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the organization's property or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this appointment letter.
11. You are expected to conduct yourself professionally. In case of any un-professional conduct, inside or outside the office, that has a direct bearing on organization reputation; strict disciplinary action will be taken against you.

Look forward to consistent creation of benefit in mutual professional interests. We look forward to a positive long-term association with the organization.

Please give your consent to join latest by 27th of Dec 2019 end of day by mail to us with copy to your placement cell, failing to send consent in stipulated time automatically make your offer withdrawn and given to next candidate.

Best Regards

For ITS Technology Solution Pvt. Ltd.



Kamal Gulati
Director

December 12 ,2019

OFFER LETTER

Dear Ms. Priyal Jain,

We have pleasure in appointing you as "Software Development Engineer" within Software Development Department in our organization, date of joining on or before 1st July 2019, on the following terms and conditions:

1. Your total compensation package will be Rs. 5.50 Lakh per annum. Your gross compensation will be Rs. 38,000/- per month. The break up of your remuneration is given here under:

Package break up	Monthly(Rs)
Basic	11,400
HRA	5,700
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	18,050
Total Gross Salary	38000
Company PF contribution (@ 12% of basic)	1,800
Gratuity (as per policy)	548
Monthly CTC	40,348
Annual Retention Bonus	30,000
Annual Performance Linked Variable	30,000
Insurance	6,424
Annual CTC	5,50,600

You will be entitled to:

2. Annual Performance Linked Bonus (Variable): This shall be paid, as per company policy, depending upon your performance, w.r.t. an assigned target. You may generally expect to earn up to maximum of Rs. 30,000/- as Annual Performance Linked Bonus (Variable), at 100% achievement level of your target as well as company's performance at that time. The disbursement of this amount shall be done Annually.

3. Retention Bonus (Fixed Annual): You will be paid a fixed amount of Rs. 30,000/- as Retention Bonus (Fixed Annual) after the completion of one year employment with Vehant Technologies Pvt Ltd. As per retention bonus policy

4. The payment under the head of "Other Allowances" shall be adjusted against the liabilities arising out of Payment of Bonus Act 1965.

5. The Employee's contribution to the Provident fund will be deducted from your gross salary.

Vehant Technologies Pvt. Ltd.
CIN: U74999DL2005PTC139427

Corporate Office
B-29, Sector-57, NOIDA - 201301,
Uttar Pradesh, INDIA

Registered Office
Cabin no. 5, S12A, Deep Shikha 8,
Rajendra Place, New Delhi- 110008

☎ +91-0120-4610200

☎ +91-0120-4610299

✉ contact@vehant.com

🌐 www.vehant.com

6. The above emolument (inclusive of all your perquisites) is subject to all statutory deduction at the rates as and when applicable and admissible and is also subject to Income Tax deduction at source at the rates as applicable from time to time. The company shall also deduct PF/Gratuity etc wherever required/applicable.
7. You will be covered under Payment of Gratuity Act 1972. The gratuity amount is payable as per the Act, when you leave the employment, subject to TDS rules of Income Tax act then in force.
8. Your initial posting will be at our corporate head office "Noida ". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
9. All members of Vehant Family are expected to adhere all the guidance written in the Member Handbook & HR Policy Book/ HR Manual published by HR time to time.
10. You are supposed to work five full days in a week.
11. You shall use internal e-mail, voice mail, computer systems etc. for work purposes and refrain from using them for personal purpose. Further, you agree that the company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the company regulations or if there have been any illegal or improper affairs.
12. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.
13. After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization.
14. You shall receive your payments on or before the 7th of every month.
15. On completion of probation period, you will be provided with Self medical insurance of Rs. 3 Lakh and Personal Accident cover up to a maximum of Rs. 2 Lakh and life Insurance of Rs.10 Lakh.
16. Kindly submit the following documents at the time of joining.
- a) Educational Certificates
 - b) Four passport size photos.
 - c) Proof of address and age.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Vehant Technologies Pvt. Ltd.
CIN: U74999DL2005PTC139427

Corporate Office
B-29, Sector-57, NOIDA - 201301,
Uttar Pradesh. INDIA

Registered Office
Cabin no. 5, 512A, Deep Shikha 8,
Rajendra Place, New Delhi-110008

☎ +91-0120-4610200

☎ +91-0120-4610299

✉ contact@vehant.com

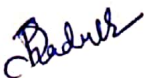
🌐 www.vehant.com

Yours sincerely,

For Vehant Technologies Pvt. Ltd.
Mariya Khan
HR Department

Statement of Acknowledgment

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Signature
(Priyal Jain) 

Date 13th December 2019

Vehant Technologies Pvt. Ltd.
CIN: U74999DL2005PTC139427

Corporate Office
B-29, Sector-57, NOIDA - 201301,
Uttar Pradesh, INDIA

Registered Office
Cabin no. 5, 512A, Deep Shikha 8,
Rajendra Place, New Delhi-110008

☎ +91-0120-4610200

☎ +91-0120-4610299

✉ contact@vehant.com

🌐 www.vehant.com



October 31, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Priyanshu Sharma,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Priyanshu Sharma

priyanshusharma@jklu.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

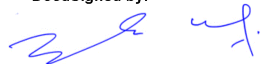
After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.


Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

4F57331533F84C2...

10/23/2019

Date

PRIVATE & CONFIDENTIAL

Dated: **Thursday, 19th December 2019**
Raghav Tambi
Noida
India

OFFER OF INTERNSHIP CONTRACT

Dear Raghav,

This is in continuation to the discussions between Samishti Infotech Pvt. Ltd. and yourself, we are pleased to make an offer of employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed as a **Member of Technical Staff (MTS)** and your designation at the time of permanent joining would be **SAP Associate Consultant**.
- 1.2 Your joining date will be **2nd January 2020 at 9:30 am**.
- 1.3 You shall be based in **Noida** however will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 You are requested to bring your own laptop during your internship period.
- 1.5 Any plans of examination leaves/ personal leaves has to be informed well in advance to your mentor.
- 1.6 On joining you shall report to **Saurabh Mukim** and in his absence any other person nominated by him.
- 1.7 Your employment with the Company is subject to:
 - your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any,
 - and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - Your agreement to serve the Company for a period of at least 24 months post the completion of your Internship Period.
- 1.8 By accepting this offer of employment, you hereby extend your consent and authorize the company to undertake a background check on you and with regards to the data regarding your candidature provided by you for this employment as per policy of the company.

2. Remuneration

- 2.1
 - a) You will be a "**Stipend**" of **Rupees 10,000/-** per month until the completion of your graduation course.
 - b) You will be paid a "**CTC**" of **Rupees 3,50,000/-** per annum post the completion of your internship period. (**NOTE:** Detailed remuneration will be shared at the completion of Internship period).
 - c) You would have to submit all your graduation marksheets, Course completion Certificate and Degree/Provisional Degree for the purpose of background check.
- 2.2 As part of **CTC**, the following benefits are also provided by Samishti Infotech:
 - Hospitalisation Insurance (Mediclaime) coverage for you, your spouse and dependent children (total of 4 pax.) up to a maximum benefit of Rupees 300,000 per family per annum.
- 2.3 Your salary will be reviewed along with the general review date for all other company employees on a pro-rata basis. Salary reviews are based on work performance and increments are therefore granted on merit.

3. Performance of Duties & Conflict of Interest

- 3.1 You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.
- 3.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.
- 3.3 You shall keep strictly confidential details of your salary and employment benefits within and outside the company.
- 3.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties.
- 3.5 You shall not for a period of one year after the termination of your employment, directly or indirectly compete with the company and will not become an employee of any other entity which carries on or controls a business which is in competition with the business of the company. Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity, whether in corporate, proprietorship or partnership form or otherwise.
- 3.6 You shall at all times conduct yourself in an ethical, professional and honest manner. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a Customer, Partner or Supplier, you will be dismissed instantly and prosecuted to the full extent of the Law.

4. Taxes

The Company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

5. Working Hours

Normal hours are determined by the Company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies.

6. Termination of Employment

- 6.1 Either the Company or you may at any time terminate this agreement by giving in writing to the other party Three (03) months' notice subject to your tenure outside the one year on bond-period. In this connection, the Company reserves the right to pay or recover a sum equal to the amount of salary in lieu of said notice period. Notwithstanding anything to the contrary herein, the Company at its sole discretion may relieve you from such date as it may deem fit even prior to expiry of the aforesaid notice period. However, if management of the Company desires the employees to continue the employment during the said notice period, the employee shall comply with the same.
- 6.2 Accrued leave is not to be offset from the notice period except with the express written permission of the Company.
- 6.3 For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the Company, whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party.
- 6.4 The Company shall have the right to terminate your employment at any time without notice or payment in lieu thereof or without any further obligation, if:

- you commit any material breach of any of your duties and responsibilities under this contract; or
- you are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment; or
- the Company is restricted from continuing to employ you because of any other legal incapability; or
- any data regarding your candidature provided to the company is found to be false/ untrue/ misleading in any respect; or
- The company finds any adverse report on account of your background check as referred herein.

You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged

7. Assignment

At its discretion, the Company may assign you to projects within or Outside India, depending upon the location of the project. You will be covered by the terms and conditions as applicable to other employees, who are assigned to the projects.

8. Retirement

You shall retire on your 60th birthday or the last day before this, if your birthday does not fall on a working day.

9. Alterations

The above terms may be modified by the Company from time to time in writing and such variations shall be binding on you.

10. Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in New Delhi.

11. SAP Certification

To enable consultants work on global projects it's mandatory to clear the SAP certification exam of relevant field maximum within 3 months from the date of joining. Company will facilitate the certification process by providing guidance and financing the certification exam fee.

On behalf of Samishti, I am delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Samishti Infotech Private Limited**

Authorized Signature

I accept the terms & conditions of service outlined above.

Raghav Tambi

Date: _____

Expected Date of Joining: _____



MTREE SOFTWARE PRIVATE LIMITED

C-56 A/2
SECTOR-62, NOIDA
Phone 0120-4254108

Rahul Dangi

January 06, 2020.

Dear Mr. Rahul,

We are very pleased to offer you the position of Trainee. You are going to be located at our NOIDA facility, India. You are required to report at :

MTree Software Pvt. Ltd.
C-56 A/2, Sector 62 NOIDA.

You will work with us as a trainee on full time basis for the period starting from 06th January 2020 to 6th July 2020. During internship no leave will be given without prior approval of your Manager. In case leave for more than a week is taken in this period then the internship period will be extended to that extent.

On successful completion of internship you will be absorbed in the organization as a full time employee from 13th July 2020. Your annual compensation will be Rs. 6 Lakhs.

If you meet all the above requirements, an internship amount of Rs 150000/- will be paid as a lump sum amount along with the salary of October 2020. You will be entitled to this amount only if you are in employment of the organization and not serving under notice period as on 31 Oct. 2020.

Sincerely,

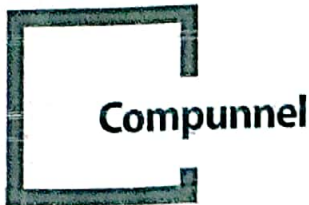
Madhavi Karmalkar Jain
Madhavi Karmalkar Jain
Director



AGREED, ACKNOWLEDGED AND ACCEPTED

Rahul Dangi
Name: *Rahul Dangi* (Signature)

09 Jan 2020
Date



www.compunnel.com

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

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

1/2/2020
Ref: COMP/JOL/19/650

Raj Agrawal
House no- 31/57, Shri Sainath Provision,
Shankar Nagar, Raipur Chattisgarh-492007

Sub: Job Offer

Dear Raj,

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 : 6th January 2020
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 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: 02/01/2020

Compunnel Pre Joining Agreement Summary Sheet

Name	Raj Agrawal			
Division	Compunnel Staffing			
Designation	Recruiter			
DOJoining	6 th January 2020			
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 Mediciam 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			
Take Home monthly Salary before taxation			20,854	

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: 07:00 PM to 04:00 AM

8. Terms and Conditions:

Leave Rule: No paid leaves for the first 3 months of employment. Your leave balance will be accrued, and you can utilize these leaves for personal or medical emergency after the defined on-the-job training duration.

Training Constituent: Mandatory training of 2-5 days in the first week of joining depending on your profile & experience. No paid leaves will be granted and in case of no-call-no-show, there will be no payment for the entire training duration. In the case of absenteeism from mandatory training days due to any unforeseen situation then the training will be extended as per the plan shared by the training manager. Also, please note that your calls will be monitored for training and quality purposes.


Ajai Mehrotra
VP - Human Resources


Signature of the Candidate



Raj Kumar Gupta
D-26, Ambuja Tawn Ship
Rabariyas, Dist- Pali, Tehsil
Jaitaran, Rajasthan - 306709

November 18, 2019

Training Letter

We are pleased to inform you that you have been selected for an integrated program of training & employment at TO THE NEW Private Limited, employment being subject to successful completion of post training assessment.

For the first 6 (Six) months you would be a part of our training program. During this period, you will be designated as a **Trainee** and will receive a stipend of **INR 15,100 per month**.

Training would be a combination of hands-on experience and regular mentoring. Details and scope of the project will be provided to you on the first day of training. On completion of the training, you will be issued a certificate by the Organization.

This training period with our Company will entail dealing with important and sensitive information, records and such other matters of the company. Therefore, you will be required to sign a "Non Disclosure Agreement" of our company on the first day of training.

Please note that the training is only for a fixed period of (Six) months and does not entitle you for an employment with TO THE NEW Private Limited.

Your training period is from **February 3, 2020 to August 3, 2020**.

For TO THE NEW Private Limited,

Kirti Sharma
Assistant Vice President - Human Resources

I hereby voluntarily accept the above offer along with the total terms & conditions.

Name: _____

Signature: _____

Date: _____

Heads	Monthly (Rs)	Annually(Rs)
(a) Basic salary	6,200	74,400
(b) House rent allowance	4,185	50,220
(c) Transport reimbursement	1,600	19,200
(d) Meal Allowance	600	7,200
(e) Medical reimbursement	500	6,000
(f) Employer's PF contribution	744	8,928
(g) Other Allowance	1,671	20,052
(h) Cost to the Company	15,500	1,86,000
Retiral Benefits		
(i) Employee contribution to PF	744	8,928
(j) Employee contribution to ESI (as applicable)	111	1,332
(k) Contribution to Gratuity	300	3,600
(l) Total Gross Benefits	1,155	13,860
Net Take home salary(h- l)	13,601	1,63,212

CIN No. : U74140RJ2009PTC029332
Service Tax Code : AADCT2126JST001

PAN No. : AADCT2126J
TIN No. : 08851615038

Thoughts Consultants Jaipur Pvt. Ltd.

Empanelled with Ministry of Road Transport and Highways, Govt. of India;
Urban Development & Housing Department, Govt. of Rajasthan.

Regd. Office :
1 DA 15, Jawahar Nagar,
Jaipur-302004 (INDIA)

Test House :
13, Gol Market, Jawahar Nagar,
Jaipur-302004 (INDIA)

Date: 06/05/2020

Mr. Rishabh Jain

Address: JK Lakshmipat University,
Near Mahindra SEZ,
Ajmer Road, Jaipur

Subject: Appointment for post of Graduate Engineer Trainee (Civil)

Dear Rishabh Jain,

We are pleased to inform you that you have been considered for the position of Graduate Engineer Trainee (Civil) for the Highway Division as per the terms and conditions of the company. Your place of work initially will be in Jaipur. However, your job may require you to travel wherever our business interests currently are, or may lie in future. The monthly starting salary for this position is Rs. 16000.00 to be paid on a monthly basis. The date of joining will be informed in due course of time.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,

For Thoughts Consultants Jaipur Pvt. Ltd.


(Ashish Gupta)
CEO cum Director



Rishabh Jain
Bangalore
Email ID: rishabhjain16@jkl.edu.in
Phone: 7015530674

Date: 15th November 2019

Dear Rishabh Jain,

Greetings from **Hashedin Technologies!**

We are pleased to offer you an appointment for Internship with a tentative joining date as of 3rd Feb 2020 till 3rd August 2020 with Hashedin Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.21,200/- per month (Rupees Twenty One Thousand and Two Hundred Only), subject to applicable taxes. Over that, you will get benefits like health insurance, flexible timing and home-like meals direct worth Rs 4200/- p.m. free of cost from Hashedin kitchen.

This will be followed by a job offer of **Software Engineer at Band 7** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 8,00,000/-** (Rupees Eight Lakhs Only). You can refer to the following table for the breakup.

CTC Breakup	Amount
Fixed Component	INR 6,00,000
Variable Performance Bonus	Up to INR1,00,000
Joining Bonus *INR 40,000 – Payable with 1st month salary in Aug 2020 **INR 60,000 – Payable with 12th month salary in Aug 2021	INR 1,00,000
Total Cost to Company	INR 8,00,000

* First joining bonus is paid in the 1st year with 1st month salary. ** Second bonus is paid at the end of the first year with 12th 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 onboard soon.

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

Intern

(
Rishabh Jain

Hashedin Technologies Pvt. Ltd.

()

Thanmayi Devaladakere
HR Manager
#459, 17th cross, 14th main,
Bengaluru 560102



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Rishabh Jain

rishabhjain16@jkl.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

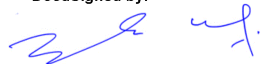
After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

Date

Reference: India/HR/027122019-01

Dated: 27-Dec-19

Ms. Ritika Verma

Final Year B.Tech

JK Lakshmipat University

Jaipur – 302 026 | Rajasthan | INDIA | www.jklu.edu.in

Mobile: +91 7665319843

E-mail: ritikaverma@jklu.edu.in

Sub: Offer Letter for “Trainee-Data Availability Support”

Dear Ritika,

Congratulations, you have been selected to be part of itSimple family right in beginning of your professional journey. We are happy to extend this offer to you on full-time basis as “Trainee-Data Availability Support” in Technical team. This appointment is for the period of 6 months. Your stipend for this appointment will be INR 10,000 per month. The first six months of this appointment constitute a probationary period.

You will have opportunity of full time job at the end of this period which will make you eligible for Family Health Insurance, Yearly incentives and other benefit's.

Position Responsibilities: Although there may be some variation and change in responsibilities as the appointment proceeds, your duties in the appointment will be:

Support of customers for their Data availability requirements. We expect that you will be able to complete these responsibilities satisfactorily in 48 hours per week during the period of the appointment. One of organization senior employee will serve as your supervisor and will provide you with information on the scheduling of your responsibilities.

The training period is governed with following terms & conditions:

1. You will be on probation for the first Six months. Confirmation & Increment will be done after review of performance at the end of this period along with credits for your college final semester. Confirmation is the prerogative of the organization.
2. Fixed Salary: Gross INR 1,20,000.00 per annum (INR One lakh Twenty thousand only) payable monthly.
3. Date of Joining: 02-Jan-20
4. Working for minimum 48 Hrs in a week. The office timing will be as per the organization policy.
5. You will initially be based in Delhi NCR. The location might change as per business requirements.
6. Your employment will be governed by the rules and regulations of the organization in force or as introduced or amended from time to time in the organization.
7. You or the organization can terminate your employment at any time by giving Notice of 1 month either way. However, as part of organization's disciplinary process, your services can be terminated without any notice period.

ITS Technology Solution Pvt. Ltd. 207 Technology Apartments, 24 IP Extension, Delhi – 92. T: 43787777

B.O.: C-10, First Floor, Sector – 3, Noida 201301, T: +91 120 4155477 CIN : U72200DL2011PTC223465

Email : Info@itsimple.in

8. If after joining the organization's services, it comes to the notice of the organization that the statements or declarations made by you at the time of appointment were false or untrue or any material particular was suppressed, your services are liable to be terminated without any notice or compensation in lieu thereof.
9. You will not at any time divulge, communicate, make public or pass on any information in any form, related to any aspect, process, transaction and dealings of the organization to any person whether employed by the organization or not. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding other terms and conditions mentioned in the appointment letter. Further, you are advised not to divulge/communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the organization.
10. You are requested to deal with organization's property, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the organization's property or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this appointment letter.
11. You are expected to conduct yourself professionally. In case of any un-professional conduct, inside or outside the office, that has a direct bearing on organization reputation; strict disciplinary action will be taken against you.

Look forward to consistent creation of benefit in mutual professional interests. We look forward to a positive long-term association with the organization.

Please give your consent to join latest by 27th of Dec 2019 end of day by mail to us with copy to your placement cell, failing to send consent in stipulated time automatically make your offer withdrawn and given to next candidate.

Best Regards

For ITS Technology Solution Pvt. Ltd.



Kamal Gulati
Director



READY ROTI INDIA PVT. LTD.

(CIN : U15412RJ1998PTC014648)

16th March 2020

Mr. Ritwik Raman
SH 8/50 A-7,
Ram Janki Dham Colony,
Gilat Bazar, Shivpur,
Varanasi, Uttar Pradesh

LETTER OF INTENT

Dear Mr. Raman,

Please refer to your interview with us for employment and subsequent discussions held in that connection.

We are pleased to inform you that you have been considered for the position of **Graduate Engineer Trainee** for the **Maintenance Department** as per the terms and conditions discussed with you. Your place of work initially will be in **Bhiwadi**. However, your job may require you to travel wherever our business interests currently are, or may lie in future. You are expected to join our organization on or before **08th June 2020** failing which; this offer of appointment shall stand cancelled.

This letter of Intent is subject to verification of character and antecedents as per policy. You are requested to send your Resignation acceptance from your current company so as to confirm your employment with us; you will be paid compensation as agreed during the discussion.

You will be paid compensation as agreed during the discussion.

You are required to submit the following documents to the HRD on your date of joining:

- Relieving letter and salary certificate from the last organization
- Past Experience Certificates.
- Testimonials including Certificate of Age Proof
- Updated AADHAR Copy (Mandatory)
- ID (PAN Card) & Proof of Residence
- Copy of Passport, if available
- Four Passport size photographs.
- Medical Fitness certificate from an MBBS Doctor.
- Name & age details along with the Passport size photographs of your spouse and kids (If applicable).

This letter is being given to you in duplicate. You are requested to sign the duplicate copy as a token of acceptance to the terms and conditions.

Looking forward to seeing you soon with us.

Yours sincerely,

For Ready Roti India Pvt. Ltd.

Authorized Signatory

Regd. Office :- F-28, RIICO Industrial Area, Sare Khurd, Tehsil Tijara, Distt. Alwar, Rajasthan-301707.

Tel: +08003090733 / 734

Sales Office :- RZ-167(1), A-Block, Road No.4, Mahipalpur Extn., New Delhi - 110 037. Tel. : +91-11-43894000



READY ROTI INDIA PVT. LTD.

(CIN : U15412RJ1998PTC014648)

Name : Mr. Ritwik Raman
Effective Date : 08/06/2020
Designation : Graduate Engineering Trainee

COMPENSATION BREAK UP

S No.	Salary Component	Amount Payable P.M.
1	Basic wages	Rs. 12,000.00
2	House rent Allowance	Rs. 6,000.00
3	Conv. Allowance	Rs. 2,000.00
4	Special Allowance	Rs. 6,882.00
	TOTAL MONTHLY GROSS SALARY	Rs. 26,882.00
6	PF	Rs. 1,800.00
	TOTAL MONTHLY NET SALARY	Rs. 25,082.00
7	PF	Rs. 1,800.00
8	Bonus	Rs. 1,600.00
9	E L	Rs. 808.00
10	Gratuity	Rs. 577.00
	TOTAL MONTHLY CTC	Rs. 31,667.00

Gratuity, Bonus, Leave encashment will be paid as per entitlement.

Yours sincerely,

For Ready Roti India Private Ltd.

Authorized Signatory

Regd. Office :- F-28, RIICO Industrial Area, Sare Khurd, Tehsil Tijara, Distt. Alwar, Rajasthan-301707.

Tel: +08003090733 / 734

Sales Office :- RZ-167(1), A-Block, Road No.4, Mahipalpur Extn., New Delhi - 110 037. Tel. : +91-11-43894000



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Roshan Kumawat

roshankumawat@jklu.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

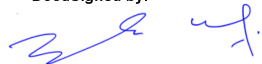
After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

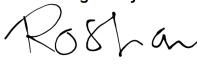
Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

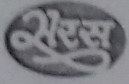
Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

DF4A766BC4D04F7...

10/22/2019

Date



उत्तरी राजस्थान सहकारी दुग्ध उत्पादक संघ लि., बीकानेर

UTTARI RAJASTHAN SAHAKARI DUGDH UTPADAK SANGH LIMITED, BIKANER

(An ISO 22000 : 2005 Certified Organisation)

GSTIN OSAAAJU0264A1ZH

NH. 15, श्रीगंगानगर रोड, बीकानेर-334001(राज0)

Ph. MD.: 0151-2225500, 502 PBX:0151-2225502 Fax: 0151-2225556, 051-2225501(Telefax)

Pur. 2225504, Plant: 2225501, 503 Mrkt: 2225507 E-mail: bikmu-rj@nic.in

क्रमांक : उरमूल/संस्थापन/2020/1042-47

दिनांक 12.05.2020


मैसर्स धर्मेन्द्र रोड लाईन्स,

गली नं. 4, रामपुरा बस्ती,

बीकानेर।

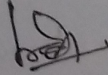
विषय : अभियांत्रिकी विभाग, डेयरी संयंत्र में एक बी.टेक (अभियांत्रिकी) तकनीकी श्रमिक की स्वीकृति के संबंध में।

उपरोक्त विषयान्तर्गत लेख है कि प्रभारी, अभियांत्रिकी विभाग एवं प्रभारी, डेयरी संयंत्र के कार्यालय टिप्पणी की अनुशंसा पर अभियांत्रिकी डेयरी संयंत्र पर एक बी.टेक (अभियांत्रिकी) तकनीकी श्रमिक पारिश्रमिक 12,000/- रु. प्रतिमाह की स्वीकृति दिनांक 11.05.2020 से 10.08.2020 तक (तीन माह) प्रदान की जाती है।


(डॉ. महेश शर्मा)
प्रबंध संचालक

प्रतिलिपि :-

1. प्रभारी, डेयरी संयंत्र/अभियांत्रिकी अनुभाग, डेयरी संयंत्र, बीकानेर।
2. प्रभारी, वित्त एवं लेखा/आन्तरिक अंकेक्षक, उरमूल, बीकानेर।
3. श्रीमती सरिता कोड़ा, लिपिक ग्रेड-द्वितीय, उरमूल, बीकानेर।
4. संबंधित/रक्षित पत्रावली।


प्रबंध संचालक

बेटी बचाओ



बेटी पढ़ाओ

136

PRIVATE & CONFIDENTIAL

**To,
Sajal Jain**

Date: 18-Dec-2019

Letter of Intent (LOI)

Dear Sajal

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Six months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Sajal Jain	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY

Dear Sandeep,

Date- 5th May 2020

We are pleased to offer you appointment with us as Software Developer.

You would be entitled for a CTC of Rs 3, 00,000/- (Rupees Three Lakh only) per annum, the breakup of which will be given to you in your appointment letter.

You will be on probation period for six months after joining with us.

The terms and conditions of your employment with Visioneering Solutions Pvt Ltd. will be governed by the Employment Agreement that we will be executing along with the appointment letter.

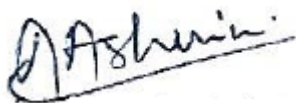
Please note further that this offer of appointment will be applicable to you post your graduation degree. Once your graduation formalities would be over, you would provide you date to join us as full time employee.

From,

Visioneering Solutions Pvt. Ltd.

Abhishek Ashwini

Authorized Signatory



Visioneering Solutions Pvt. Ltd.

FF-3 & 4, Second Floor, Omaxe Park Plaza, Shaki Khand 2, Indrapuram, Ghaziabad

Ph# 0120-4216813, E-Mail: hr@visioneering.co.in

VSPL/HR/OL/32

01-Jul-2020

Saransh Gupta
Sheikhpura Kadeem
Saharanpur-247001, (UP)
Contact - +91 – 9568364252
Email Id: saranshg007@gmail.com

OFFER LETTER FOR THE POST OF EXECUTIVE**Dear Mr. Saransh Gupta,**

With reference to your application and the subsequent interaction/ interview, regarding employment with Voyants Solutions Pvt. Ltd., we are pleased to make a formal offer of employment to you. We trust that your knowledge, skills and experience will be among our most valuable assets.

We are pleased to offer you the post of Executive (EMS) in our organization as per following details:-

1. **Designation:** Executive.
2. **Department:** Environmental Management Services (EMS).
3. **Location:** Your place of posting shall be at VSPL, Corporate Office at Gurgaon.
4. **Reporting:** You will report to **Head- EMS**.
5. **Job Description:** Will be given to you on joining the company.
6. **Compensation:** Your Cost to Company (CTC) shall be Rs. 25,000/- (Rupees Twenty Five Thousand) per month, which is inclusive of Rs 1,000/- per month of retention pay to be paid on completion of one year service with the company.
7. **Incentive and Benefits:** As per company policy framed from time to time.
8. **Terms and Conditions:** Other terms and conditions shall be as per the Appointment Letter, which will be issued to you after your acceptance and joining our company.
9. **Joining:** You shall be required to join us on or before **08- July- 2020**.
10. **Notice Period:** Your appointment with the company/organization would be terminable with fifteen days (during probation)/ one month (after confirmation) notice or notice pay in lieu on either side.

Voyants Solutions Private Limited

403, 4th Floor, Park Centra, Sector – 30, NH – 8, Gurugram – 122 001, India
Tel: +91-124-4598200 (30 Lines), Fax: +91-124-4019051, E-mail: info@voyants.in, Website: www.voyants.in

Gurugram | Hyderabad | Kolkata | Chennai | Mumbai | Bhopal | Bengaluru



(2)

11. Statutory Compliances: Gratuity, PF, ESIS, Taxes e.t.c will be applicable as per Government rules and Company policy from time to time.

12. Submission of Documents: On the date of joining, you are requested to submit the following documents:

- (a) Copy of PAN Card.
- (b) Copy of relevant educational qualification and professional qualification certificates.
- (c) Copy of Registration Certificate issued by the Professional Bodies/Institutions (e.g The Institution of Engineers India, (IEI), Council of Architecture, Indian Association of Structures (IAS) etc (if applicable).
- (d) Copy of residence proof.
- (e) Copy of birth proof certificate.
- (f) Copy of experience certificate /relieving letter from the previous employer.
- (g) Proof of last salary details/CTC from the previous employer.
- (h) Copy of TDS certificate/Form-16 from the previous employer if applicable.
- (i) Declaration on Form-11 with respect to PF.
- (j) 4x passport size photographs.

We thank you for your interest in working with us and wish for a fruitful and long lasting association with the organization.

Thanking you,
Yours Sincerely,
For **Voyants Solutions Pvt Ltd.**



Col VS Vats
Head-HR

The duplicate copy of this letter may please be signed and retuned as a token of acceptance.

Signature_____ & Date_____

Voyants Solutions Private Limited

403, 4th Floor, Park Centra, Sector – 30, NH – 8, Gurugram – 122 001, India
Tel: +91-124-4598200 (30 Lines), Fax: +91-124-4019051, E-mail: info@voyants.in, Website: www.voyants.in

Gurugram | Hyderabad | Kolkata | Chennai | Mumbai | Bhopal | Bengaluru

December 12, 2019

OFFER LETTER

Dear Mr. Seerat Sobti,

We have pleasure in appointing you as “**Software Development Engineer**” within Software Development Department in our organization, date of joining on or before 1st July 2019, on the following terms and conditions:

1. Your total compensation package will be Rs. 5.50 Lakh per annum. Your gross compensation will be Rs. 38,000/- per month. The break up of your remuneration is given here under:

Package break up	Monthly(Rs)
Basic	11,400
HRA	5,700
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	18,050
Total Gross Salary	38000
Company PF contribution (@ 12% of basic)	1,800
Gratuity (as per policy)	548
Monthly CTC	40,348
Annual Retention Bonus	30,000
Annual Performance Linked Variable	30,000
Insurance	6,424
Annual CTC	5,50,600

You will be entitled to:

2. Annual Performance Linked Bonus (Variable): This shall be paid, as per company policy, depending upon your performance, w.r.t. an assigned target. You may generally expect to earn up to maximum of Rs. 30,000/- as Annual Performance Linked Bonus (Variable), at 100% achievement level of your target as well as company's performance at that time. The disbursement of this amount shall be done Annually.

3. Retention Bonus (Fixed Annual): You will be paid a fixed amount of Rs. 30,000/- as Retention Bonus (Fixed Annual) after the completion of one year employment with Vehant Technologies Pvt Ltd. As per retention bonus policy

4. The payment under the head of “Other Allowances” shall be adjusted against the liabilities arising out of Payment of Bonus Act 1965.

5. The Employee's contribution to the Provident fund will be deducted from your gross salary.

Vehant Technologies Pvt. Ltd.

CIN: U74999DL2005PTC139427

+91-0120-4610200

Corporate Office

B-29, Sector-57, NOIDA - 201301,
Uttar Pradesh. INDIA

+91-0120-4610299

Registered Office

Cabin no. 5, 512A, Deep Shikha 8,
Rajendra Place, New Delhi-110008

contact@vehant.com

www.vehant.com


6. The above emolument (inclusive of all your perquisites) is subject to all statutory deduction at the rates as and when applicable and admissible and is also subject to Income Tax deduction at source at the rates as applicable from time to time. The company shall also deduct PF/Gratuity etc wherever required/applicable.
7. You will be covered under Payment of Gratuity Act 1972. The gratuity amount is payable as per the Act, when you leave the employment, subject to TDS rules of Income Tax act then in force.
8. Your initial posting will be at our corporate head office "Noida ". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
9. All members of Vehant Family are expected to adhere all the guidance written in the Member Handbook & HR Policy Book/ HR Manual published by HR time to time.
10. You are supposed to work five full days in a week.
11. You shall use internal e-mail, voice mail, computer systems etc. for work purposes and refrain from using them for personal purpose. Further, you agree that the company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the company regulations or if there have been any illegal or improper affairs.
12. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.
13. After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization.
14. You shall receive your payments on or before the 7th of every month.
15. On completion of probation period, you will be provided with Self medical insurance of Rs. 3 Lakh and Personal Accident cover up to a maximum of Rs. 2 Lakh and life Insurance of Rs.10 Lakh.
16. Kindly submit the following documents at the time of joining.
 - a) Educational Certificates
 - b) Four passport size photos.
 - c) Proof of address and age.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours sincerely,

For Vehant Technologies Pvt. Ltd.
Mariya Khan
HR Department

Statement of Acknowledgment

 I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Signature
(Seerat Sobti)

Date 13-Dec-2019

Vehant Technologies Pvt. Ltd.
CIN: U74999DL2005PTC139427

Corporate Office
B-29, Sector-57, NOIDA - 201301,
Uttar Pradesh. INDIA

Registered Office
Cabin no. 5, 512A, Deep Shikha 8,
Rajendra Place, New Delhi-110008

☎ +91-0120-4610200

☎ +91-0120-4610299

✉ contact@vehant.com

🌐 www.vehant.com

PRIVATE & CONFIDENTIAL

To,
Shantanu Sharma

Date: 20-Dec-2019

Letter of Intent (LOI)

Dear Shantanu

Subsequent to the meetings between EXL Service.com (India) Private Limited ("Company") and you, we are pleased to issue this Letter of Intent ("LOI") on the terms set here in below.

1. You are being offered, by the Company, a fixed term temporary employment at a position of **'Associate Consultant – Digital Transformation Consulting'** at **Band A1** with effect from **6-Jan-2020** specifically against **Auto-Cad** work/project, which is likely to be completed in **Six months** i.e. by **3-Jul-2020**. Your fixed term temporary employment, unless terminated earlier in terms of the fixed term temporary employment agreement or your failure to meet any of the conditions mentioned here-in this LOI, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of Five months or after. Your fixed term temporary employment agreement and your fixed term temporary engagement shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.
2. You shall join the Company on **6-Jan-2020**. In the event of your not joining on the aforesaid date, this offer shall be deemed revoked automatically without any notice to you.
3. **The offer is subject to the following conditions:**
 - a. Accuracy of the testimonials and information provided, and representations made, by you and your
Being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
 - b. Your meeting, completing and successfully passing all evaluation criteria in all the trainings and otherwise.
 - c. Your successful drug screening, criminal and employment background verification and reference check.
If any of the above conditions are not met, this LOI read with e employment agreement would be liable to be terminated without any notice to you and in the sole discretion of the Company.
4. On your date of joining, you may be issued a formal employment agreement in exchange of this LOI.
5. You shall be based in Noida (Uttar Pradesh) but you can be transferred or deputed anywhere within or outside India to serve the Company or any of its holding

companies, subsidiaries, affiliates, associated or group companies in any location within or outside of India.

6. As a fixed term employee of the Company, your total remuneration for the above said fixed term employment period ("Cost to Company ["CTC"]") will be **INR. 135,000/ (Indian Rupees One Lakh Thirty Five Thousand Only)**. However, please be advised that in case your fixed term employment comes to an end or gets terminated before expiry of **Nine months tenure**, as mentioned here-in-above, you shall be entitled to receive the proportionate salary only till your last working day with the Company and not the full month salary.
7. Salary will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Please note that camera phones and/ or any other digital or any recording devices are not allowed inside Company's premises.

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

Yours sincerely,

For EXL Service.com (India) Private Limited

Authorized signatory

Name:

Designation:

I accept this Letter of Intent ("LOI") and all the above said terms and conditions of this LOI, and agree to abide by all the terms and conditions mentioned in above said LOI.

Name:

Signature:

Address:

Date:

Shantanu Sharma	
Date of Hire: 6-Jan-2020	Employment End Date: 3-Jul-2020
Designation : Associate Consultant – Digital Transformation Consulting at Band A1 (Fixed Term Employment)	
Basic	9,000
Housing	30,288
Retirals	
Provident Fund	10,800
Employers ESIC	3,912
Fixed Cost (Annual)	INR. 1,35,000/-

NOTE: PLEASE BE ADVISED THAT IN CASE YOUR FIXED TERM EMPLOYMENT COMES TO AN END OR GETS TERMINATED BEFORE EXPIRY OF 6 MONTHS TENURE, AS MENTIONED HERE-IN-ABOVE, YOU SHALL BE ENTITLED TO RECEIVE THE PROPORTIONATE SALARY ONLY TILL YOUR LAST WORKING DAY WITH THE COMPANY AND NOT THE FULL MONTH SALARY



Shishir Singh
Post-Bhatauli, Thana-Maharaj Ganj
Jaunpur, Uttar Pradesh - 222145

November 18, 2019

Training Letter

We are pleased to inform you that you have been selected for an integrated program of training & employment at TO THE NEW Private Limited, employment being subject to successful completion of post training assessment.

For the first 6 (Six) months you would be a part of our training program. During this period, you will be designated as a **Trainee** and will receive a stipend of **INR 15,100 per month**.

Training would be a combination of hands-on experience and regular mentoring. Details and scope of the project will be provided to you on the first day of training. On completion of the training, you will be issued a certificate by the Organization.

This training period with our Company will entail dealing with important and sensitive information, records and such other matters of the company. Therefore, you will be required to sign a "Non Disclosure Agreement" of our company on the first day of training.

Please note that the training is only for a fixed period of (Six) months and does not entitle you for an employment with TO THE NEW Private Limited.

Your training period is from **February 3, 2020 to August 3, 2020**.

For TO THE NEW Private Limited,

Kirti Sharma
Assistant Vice President - Human Resources

I hereby voluntarily accept the above offer along with the total terms & conditions.

Name: _____

Signature: _____

Date: _____



October 31, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Shubham Sharma,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.

Reference: India/HR/024122019-01

Dated: 24-Dec-19

Mr. Shweta Sharma

Final Year B.Tech

JK Lakshmipat University

Jaipur – 302 026 | Rajasthan | INDIA | www.jklu.edu.in

Mobile: +91 8560090096

E-mail: shwetasharma@jklu.edu.in

Sub: Offer Letter for “Trainee-Data Availability Support”

Dear Shweta,

Congratulations, you have been selected to be part of itSimple family right in beginning of your professional journey. We are happy to extend this offer to you on full-time basis as “Trainee-Data Availability Support” in Technical team. This appointment is for the period of 6 months. Your stipend for this appointment will be INR 10,000 per month. The first six months of this appointment constitute a probationary period.

You will have opportunity of full time job at the end of this period which will make you eligible for Family Health Insurance, Yearly incentives and other benefit's.

Position Responsibilities: Although there may be some variation and change in responsibilities as the appointment proceeds, your duties in the appointment will be:

Support of customers for their Data availability requirements We expect that you will be able to complete these responsibilities satisfactorily in 48 hours per week during the period of the appointment. One of organization senior employee will serve as your supervisor and will provide you with information on the scheduling of your responsibilities.

The training period is governed with following terms & conditions:

1. You will be on probation for the first Six months. Confirmation & Increment will be done after review of performance at the end of this period along with credits for your college final semester. Confirmation is the prerogative of the organization.
2. Fixed Salary: Gross INR 1,20,000.00 per annum (INR One lakh Twenty thousand only) payable monthly.
3. Date of Joining: 02-Jan-20
4. Working for minimum 48 Hrs in a week. The office timing will be as per the organization policy.
5. You will initially be based in Delhi NCR. The location might change as per business requirements.
6. Your employment will be governed by the rules and regulations of the organization in force or as introduced or amended from time to time in the organization.
7. You or the organization can terminate your employment at any time by giving Notice of 1 month either way. However, as part of organization's disciplinary process, your services can be terminated without any notice period.

ITS Technology Solution Pvt. Ltd. 207 Technology Apartments, 24 IP Extension, Delhi – 92. T: 43787777

B.O.: C-10, First Floor , Sector – 3, Noida 201301, T: +91 120 4155477 CIN : U72200DL2011PTC223465

Email : Info@itsimple.in

8. If after joining the organization's services, it comes to the notice of the organization that the statements or declarations made by you at the time of appointment were false or untrue or any material particular was suppressed, your services are liable to be terminated without any notice or compensation in lieu thereof.
9. You will not at any time divulge, communicate, make public or pass on any information in any form, related to any aspect, process, transaction and dealings of the organization to any person whether employed by the organization or not. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding other terms and conditions mentioned in the appointment letter. Further, you are advised not to divulge/communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the organization.
10. You are requested to deal with organization's property, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the organization's property or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this appointment letter.
11. You are expected to conduct yourself professionally. In case of any un-professional conduct, inside or outside the office, that has a direct bearing on organization reputation; strict disciplinary action will be taken against you.

Look forward to consistent creation of benefit in mutual professional interests. We look forward to a positive long-term association with the organization.

Please give your consent to join latest by 27th of Dec 2019 end of day by mail to us with copy to your placement cell, failing to send consent in stipulated time automatically make your offer withdrawn and given to next candidate.

Best Regards

For ITS Technology Solution Pvt. Ltd.



Kamal Gulati
Director

Date: 30 December 2019

LETTER OF INTENT

Dear Snehashish,

This is in reference to **Campus Recruitment Drive** held by **Collabera Services Pvt. Ltd** on **18/12/2019** at **Global Institute of Technology, Jaipur, Rajasthan**, and subsequent interview you had with us for the position of **Technical Recruiter** in our organization to be based at Collabera Services Pvt Ltd. Baroda Office.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon. Your salary structure and allowances will be given with your Offer Letter as mutually agreed. On joining you will be required to furnish:

- Accepted Offer Letter Copy
- Educational Mark Sheet Copies
- Educational Degree Copies
- Seven (7) Passport Size Photographs
- Pan Card Copy
- ID Proof (Driving license/ Voter ID/ Ration Card/ Passport/ Aadhar Card)
- Updated Resume

You shall join the services of the Company as per the joining date given in your offer letter. You will be under probation for 6 months from your date of joining. We shall appreciate your confirmation/acknowledgement to this communication last by 4th January 2020. No response to this communication will be deemed as denial and will cause your candidature to be removed from the selection list. No further representation and/or communication will be considered thereafter.

Please reply to this email as a token of your acceptance.

For Collabera Services Pvt. Ltd.

Shalin Thacker

Associate Manager Corporate Recruitment

COLLABERA SERVICES PVT. LTD.
(CIN: U74999GJ2016PTC094533)

Regd. office: Ground Floor, Tower-B, Mayfair Corporate Park,
Kalali Road, Kalali, Vadodara - 390012, India



+91-265-2302618/2302313



www.collabera.com

Letter of Intent

28 November 2019

**Soniya Soni
JKLU
Jaipur**

Dear Soniya Soni,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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

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

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



Date: 23rd Sep, 2019

Sub: Offer of Employment

Dear Ms. Surabhi Tomer,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

On successful completion of your training, **INR 2,55,000 – INR 3,24,000 per annum (Rupees Two Lakhs Fifty-Five Thousand to Three Lakhs Twenty-Four Thousand per annum) based on performance**. Even during the training cycle, you shall be paid a sustenance allowance of INR 12000 per month which shall primarily cover your conveyance, lodging and boarding expenses.

You shall be also undertaking a Service Level Agreement includes training and additional 2 years post completion of your training cycle.

A detailed appointment letter shall be issued on your joining the organization. We request you to return the enclosed duplicate copy of this letter as a token of acceptance of this offer letter

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the organization. You will, therefore, be required to sign a "Code of Conduct and Non-Disclosure Agreement" of our organization at the time of your joining the organization.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Surabhi Tomer
Read, Received and Accepted.

Date: 23rd Sep, 2019

Sub: Offer of Employment

Dear Ms. Surabhi Tomer,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Surabhi Tomer
Read, Received and Accepted.



October 31, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Tushar Sharma,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

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The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.



Headquarters
8260 Greensboro Dr Ste A-
32, McLean, VA 22102, USA

India Development Center
206 Sankalp Tower, 8 Queens
Rd,
Jaipur, Rajasthan 302021, IND

Attn: Tushar Sharma

tusharsharma@jkl.edu.in

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd, (the "Company"), I am pleased to extend to you this offer of employment as "Software Development Engineer". If you accept this offer, you will start your internship with the Company on December 16th, 2019. Your work location will be 206 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 30202. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks as assigned from time to time.

You will be on internship until May 16th, 2019 or later till you have successfully completed your degree and provided an evidence of the same to the company. After your internship, you may be offered to continue as full-time employee. During the internship you will be paid INR 15,000 (fifteen thousand) per month. Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) between INR 3,00,000 (three lacs only) and INR 3,50,000 (three lacs and fifty thousand only) depending on your performance during the internship, less applicable taxes and withholdings, payable monthly.

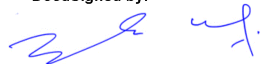
After conversion to full-time regular employment, you will be on a probation for 6 months. Once you become full-time employee, you will have 22 days of personal time off (PTO) per year in addition to holidays, as per the current company policies. Your employment is at-will and your mutual notice period for the job will be 2 weeks.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

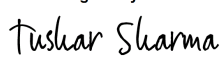
Very truly yours,

DocuSigned by:

86A0C3300E51418
Name: Bramh Gupta

CEO, RoboMQ

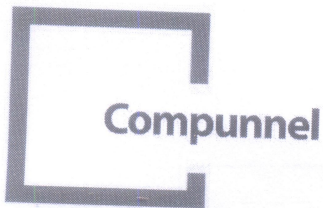
Date: October 20, 2019

I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:

65872D9D814C4B2...

10/23/2019

Date



www.compunnel.com

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

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

1/2/2020

Ref : COMP/JOL/19/651

Varun Kumar Jha
House no- T-69, Ashiana Mangalam,
Kalwar Road, Jaipur, Rajasthan- 303706

Sub: Job Offer

Dear Varun,

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 : **6th January 2020**
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: 3rd Jan 2020

Compunnel Pre Joining Agreement Summary Sheet

Name	Varun Kumar Jha			
Division	Compunnel Staffing			
Designation	Recruiter			
DOJoining	6 th January 2020			
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			
Take Home monthly Salary before taxation			20,854	

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

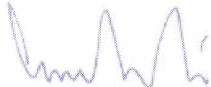
6. Place of Posting:- Noida

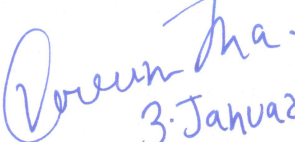
7. Office Timings: 07:00 PM to 04:00 AM

8. Terms and Conditions:

Leave Rule: No paid leaves for the first 3 months of employment. Your leave balance will be accrued, and you can utilize these leaves for personal or medical emergency after the defined on-the-job training duration.

Training Constituent: Mandatory training of 2-5 days in the first week of joining depending on your profile & experience. No paid leaves will be granted and in case of no-call-no-show, there will be no payment for the entire training duration. In the case of absenteeism from mandatory training days due to any unforeseen situation then the training will be extended as per the plan shared by the training manager. Also, please note that your calls will be monitored for training and quality purposes.


Ajai Mehrotra
VP – Human Resources


3 January 2020
Signature of the Candidate

Date: 23rd Sep, 2019

Sub: Offer of Employment

Dear Mr. Vipin Agarwal,

Welcome to Evince Development Pvt. Ltd.!

It gives us great pleasure to welcome you and offer you the role of **Associate Trainee** for which you interviewed with us.

You shall be joining us on **1st January 2020**. Your work location shall be at our Ahmedabad office in Gujarat. Based on Project needs and work exigencies, you may be deployed to any other location as deemed fit by the organization.

You shall mandatorily go through a training program devised by us. The tenure of such training could vary from 3 months to 4 months depending on individuals' learning pace and ability. The organization in its own right deserves to extend or shorten your training cycle as deemed fit.

On successful completion of your training, **INR 2,55,000 – INR 3,24,000 per annum (Rupees Two Lakhs Fifty-Five Thousand to Three Lakhs Twenty-Four Thousand per annum) based on performance**. Even during the training cycle, you shall be paid a sustenance allowance of INR 12000 per month which shall primarily cover your conveyance, lodging and boarding expenses.

You shall be also undertaking a Service Level Agreement includes training and additional 2 years post completion of your training cycle.

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

Wish you a long and rewarding career with Evince Development Pvt. Ltd.



Yours Sincerely,
Maulik Pandya
Authorized Signatory

Vipin Agarwal
Read, Received and Accepted.



November 8, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Vipin Agarwal,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Ding", with a long, sweeping underline that extends to the right.



MTX IT CONSULTING SERVICES PRIVATE LIMITED

Level 9, Unit 2A-2, Octave, Knowledge City,
Hitech City, Hyderabad 500081

December 4, 2019

Vipin Agarwal

Re: Offer of Employment

Dear Vipin,

We are pleased to offer you the position of **Consultant Trainee** at MTX IT Consulting Services Private Limited ("MTX"). You will report to **Sahil Batra**, Director - Team Enablement & Community Engagement. This position is located in **Jaipur**. Your date of joining will be in **first week of June 2020** (final date will be confirmed before one month of the joining date). Should you accept this offer, please notify us in writing via email within 7 days.

We are happy to offer you the following compensation package:

- CTC Rs. 650,000 per annum.
- CTC Breakup:

Computation	%	Yearly	Monthly
Basic	50%	325,000	27,083
HRA(OF BASIC)	40%	130,000	10,833
Telephone Allowances	60000	60,000	5,000
Food Coupons	30000	30,000	2,500
Leave Travel Allowance	16250	16,250	1,354
Employer PF	12%	39,000	3,250
Special allowance		49,750	4,146
Total		650,000	54,167

As an employee of MTX, you will also be eligible for additional benefits:

- Group Medical Insurance (Self+Spouse+2 Children family floater) with a cover of 5 Lacs
- An option of Paytm Food Wallet (up to Rs. 2500) as a tax benefit
- Monthly Internet Reimbursement of upto Rs. 1000
- Company Stocks (will be detailed in the Equity Agreement once you join us)
- Disability and accidental coverage
- Learning and development with access to online content, certifications, courses and executive courses at universities such as MIT, Harvard, ISB, IIM, Stanford, etc.

It is understood that your employment is voluntary and treated as 'at-will'. Should you accept our offer, a formal employment agreement shall follow this letter. Welcome to MTX, we are excited



MTX IT CONSULTING SERVICES PRIVATE LIMITED

Level 9, Unit 2A-2, Octave, Knowledge City,
Hitech City, Hyderabad 500081

to work closely with you going forward. Please feel free to reach out to us with any questions.

*Note: This offer is intended for **Vipin Agarwal** only. If there is any suspicion of fraud, MTX IT Consulting Services Private Limited has the right to revoke this offer immediately.*

Sincerely,

Manish Kumar (Chief Growth Officer)
Managing Director
MTX IT Consulting Services Private Limited



Design2Occupancy Services LLP

To,
Yash Mathur
Saket Nagar, housing Board,
3/351 Beawar, Ajmer
Rajasthan-305901

Date: - 1st June, 2020

Sub: Terms and conditions of appointment

Dear Mr. Yash,

Congratulations! With reference to your interest desiring employment in our organization, the management is pleased to offer you the employment on the following terms & conditions:

1. Current Job Location: DESIGN2OCCUPANCY SERVICES LLP, Jaipur Office, Plot No. A-75, Sitapura Industrial Area, Near GIT College, Jaipur - 302022
2. Designation: Project Engineer
3. Date of Joining: 1st June, 2020
4. That your services will be liable to be transferred from one place to another place in India purely at the discretion of the management and on account of exigencies of work.
5. The remuneration and prerequisites will be as detailed below:
 - i. A fixed monthly salary of Rs.20,000 for (Twenty Thousand Only) shall be paid by the company. This includes your basic pay, conveyance allowance, HRA, medical allowance, laptop allowance.
 - ii. All duties, responsibilities, reporting relationships and the location of your employment may be changed by the company from time to time, and that these changes will not affect or change any other part of this agreement, nor constitute the basis for a claim of constructive dismissal on your part.
 - iii. Other benefits like mileage reimbursement, professional development support and travel cost reimbursement will be as per company policy. A professional development amount of Rs. 10, 000 shall be disbursed for skill development per annum.
 - iv. The remunerations shall be paid by cheque or bank transfer only.

☎ +91-9950006266 ✉ connect@design2occupancy.com 🌐 www.design2occupancy.com

- v. There will be a deduction of PF & ESI both as per valid government rules.
- vi. Promotions and review -Staff reviews and promotions shall be performed besides the first review which shall be after one year from joining and thereafter the subsequent reviews shall be annually and are subject to the D2O policy for the F.Y. 2020-21. Further, your revisions shall be subject to D2O policy and company performance.
- vii. That you will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and/or in which you may for the time being be engaged by the company and/or engage yourself anywhere in your work, profession or employment either honorary or otherwise during the period of your employment with the company. However, the company shall allow leaves for examinations and other reasons for the purpose of your education subject to a maximum of 15 days at a stretch on submission of necessary documentary proof.
- viii. That the company has established a variety of policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of Company and that these policies do not form a part of this Agreement. It is agreed that if Company introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.
- ix. That in case of any change in the address or telephone number during the course of your employment, it will be your duty to intimate the management in writing within three days from the date of such change.
- x. That all communication sent to you by the management at your last given address will be deemed to have been received by you.
- xi. You hereby represent and warrant to Company that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.
- xii. That the offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule "A" You will not give to anyone, by word of mouth or otherwise, any particulars or details of our business process, technical know-how, security arrangements, client list, administrative and/or organizational matters whether confidential, secret or otherwise either during your employment with us or afterwards, which you acquire during the course of the employment.
- xiii. If your duties or compensation should change during the course of your employment with Company, the validity of our agreement will not be affected. In addition, if one or more of

the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

- xiv. The nature of your employment will be "at will". This shall mean that the Management will have the right to terminate your services at any time during your employment. Likewise, you have the right to resign from the employment at any time but with a notice of 45 days to the Management.
- xv. That your employment will be governed by the policies, rules and regulations of the Company and any amendments made therein from time to time.
- xvi. That you will inform the company of your absence or leave in writing, well in advance, failing which the company shall have the right to expel you from services without prior notice.

Please return the duplicate copy of this offer of appointment after affixing your signature on the same in token of your having accepted the above terms and conditions and report for duty on the above mentioned date of joining.

Yours faithfully,

For Design2Occupancy Services LLP
For Design & Occupancy Services

(Authorized Signatory)
Authorized Signatory

I have read and understood the above terms and conditions of employment and agree to them and undertake to abide by them.

Signature of Employee

(Yash Mathur)

Schedule A

Employee Covenants

Confidentiality and Proprietary Information Agreement

In consideration of employment as an employee or engagement as an independent contractor with Design2Occupancy Services LLP (the "Company"), Mr. Yash Mathur (the "Participant") agrees and covenants as follows:

1. Employment with the Company as an employee or engagement with the Company as an independent contractor, as the case may be (the "Engagement"), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as "Confidential Information"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the "Business of the Company" shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "Proprietary Property"). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the Engagement and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any and all rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or information relates to the Business of the Company. The Participant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.

Signature of an Employee

4. The Participant shall, both during and after the Engagement, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:

- (i) Is or becomes public other than through a breach of this Agreement;
- (ii) Is known to the Participant prior to the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
- (iii) Is required to be disclosed by law, whether under an order of a court or government tribunal or other legal process, if Participant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Participant.


The Participant shall return or destroy, as directed by the Company, Confidential Information and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party, or which currently applies to the Participant.
6. At the reasonable request and at the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.
7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.

8. The Participant agrees that the Participant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.
9. Regardless of any changes in position, salary or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof, the Participant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.
10. The Participant agrees that the Participant's sole and exclusive remedy for any breach of this Agreement or any other agreement by the Company will be limited to monetary damages and that the Participant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.
11. The Participant acknowledges that the services provided by the Participant to the Company are unique. The Participant further agrees that irreparable harm will be suffered by the Company in the event of the Participant's breach or threatened breach of any of his or her obligations under this Agreement, and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Participant from engaging in or continuing any such breach hereof. Any claims asserted by the Participant against the Company shall not constitute a defense in any injunction action, application or motion brought against the Participant by the Company.
12. This Agreement is governed by the laws of the Union of India and the Participant agrees to the non-exclusive jurisdiction of the courts of the District of Jaipur, Rajasthan in relation to this Agreement.
13. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted, and the other provisions shall remain in effect.

Signed in the presence of:

PARTICIPANT
Name: Yash Mathur



WITNESS to PARTICIPANT
Name: Priya Sachdeva



INTERNSHIP OFFER LETTER

18/12/2019

**Mr. Yash Saraswat,
3/223, Ganesh Talab,
Dadabari, Kota,
Pin Code – 324009.**

(Via Email)

Dear Yash Saraswat,

Consequent to the discussion, You, the herein above named addressee, we are pleased to inform you that, you are hereby offered appointment as an **Intern** in our organization and You will be based at **Delhi** according to the terms and conditions discussed and agreed by You, more particularly defined as under.

1. This Internship Offer Letter is effective from **18/12/2019** and expires **on 19/12/2019** if not accepted.
2. You shall be entitled to fixed stipend as fixed by the management of the Company from time to time.
3. You will be given the certain job functions and responsibilities, more particularly defined in the enclosed Annexure.
4. During the period of your employment, your reporting Managers will be and Mr. Rohit Kapoor, Vice President, TekMonks Corp. (rvkapoor@tekmonks.com) and other Regional Managers as appointed by the board of our Deep LogicTech (India) Pvt. Ltd.. They will be responsible for any day to day questions and guidance You may require.

Initials of Employee _____





DEEP LOGICTECH INDIA (PVT.) LTD.

351, 352 & 353, Aggarwal Metro Heights, Netaji Subhash Place, New Delhi- 110034

5. Your Internship Period will be for a period of six months, during which the Notice Period shall be 30 (thirty) Days, which may be either wholly cancelled or made partially applicable by Company.
6. After Your Internship Period, You will be confirmed in writing, whether the organisation have chosen to appoint You as a regular employee of the company or not.
7. During the tenure of Your Internship Period, You will wholly devote yourself to the work assigned to You and will not undertake any other employment either on full or part-time basis without prior permission of the Company in writing. Any contravention of this condition will entail the termination of your Internship from the Company with immediate effect.
8. In the event You are absent from duty for more than 3 (three) calendar days without information or permission of leave, or Your pre-sanctioned leave, the management will treat You as having abandoned the services of the Company.
9. As a condition precedent and subsequent to the employment, You have to maintain a good behavior, and not be convicted by a Court of Law for any crime. Company reserves the right to terminate your Internship without notice, if found being involved in any proceeding or misbehavior. Further Company reserves the right to terminate your Internship on unsatisfactory performance, indiscipline, involvement in any theft or on violation of Company's rules and regulations.
10. You will keep the Company informed of any change in your residential address and/ or your contacting address during the course of Internship Period with the Company.
11. All documents, plans, drawings, prints, trade secrets, technical information, reports, Statement's, data, correspondence etc. written or unwritten and also information and instruction's that pass through You or come to your knowledge shall be treated as confidential
12. You shall carry out the job and such other jobs allotted with or incidental to which is necessary for business of the Company. You shall do any other work assigned to You, which You are capable of doing, or work at any other past which has been temporarily assigned to You by the Company.

Initials of Employee _____



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13. During the tenure of Your Internship with the Company, you will have to adhere to the Non-Disclosure Agreement executed between You and Company. The terms of the Non-Disclosure Agreement shall survive the termination of this Offer Letter Agreement.
14. You shall faithfully and to the best of your ability perform duties that may be trusted to You from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
15. While You are under Internship Period of the Company, You may be given or handed over Company's property and/or equipment for official use and You shall take care of them including their upkeep. On termination of employment with the Company, You shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to You, and also any property of the Company in your possession.
16. If the company shifts the place of work anywhere you will be required to attend the duties at the new shifted place without reservation.
17. Your official holidays will be according to the Indian Holiday calendar.
18. Any disputes will be resolved under the Jurisdiction of Courts in the State of Delhi.
19. You shall be subject to the various rules, regulations, administrative policies and other policies of the Company, which are time being in force or shall be formed and enforced from time to time. The management has absolute power and right to cease or to modify / review the regulations and the said policies from time to time with or without intimation to You.
20. You acknowledge and agree that any confidential and/ or information material to the Company shared to You by the Company should be preserved and/ or used as according to the Company's policy.

Initials of Employee _____



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351, 352 & 353, Aggarwal Metro Heights, Netaji Subhash Place, New Delhi- 110034

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your Internship, failing which this offer will stand withdrawn.

We look forward to your joining our team, and hope that this will be the beginning of a long and successful career with us.

Yours sincerely.

DEEP LOGICTECH (INDIA) PVT. LTD.

I have read, understood and agreed to the terms and conditions as set forth in this offer letter.

Accepted: _____

(Signature)

Name: **Mr. Yash Saraswat**

Initials of Employee _____



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ANNEXURE 1 — JOINING FORMALITIES

1. On the day that You join, please make it convenient to report at 11 am.
2. Prior to joining please send electronic true copies or scans of the following documents to HR Department via Email to: HR4@deeplogitech.com (A4 Size only).

Personal Credentials	No. of copies
Signed acceptance copy of the appointment letter	1
Resume	1
Passport size photographs	1
PAN card photocopy	1
Passport Photocopy	1
Driving License Photocopy / ID Proof	1
Educational Certificates since Class 10 th fill your last qualification	1
Bank Details for Direct Deposit Payments	1

Initials of Employee _____



OFFER LETTER

Dear Tarun Dhawan

30th December 2019

Congratulations from Team Mobzway!!

As per part of our Campus Recruitment Process, Mobzway Technologies LLP is pleased to offer you the position of **"Business Analyst – Intern"**. We trust that your knowledge, skills and experience will be among our most valuable assets. Your date of joining is from **Thursday, 2nd January 2020**.

The terms and conditions governing your internship are given below:

Internship Period: 4 Months

Internship Stipend: As per company norms

Internship Type: Full Time

Annual CTC: 1.82 LPA (On Employment)

Bond Period: 16 Months (Including Internship period)

Working Days: Monday- Friday

Office Timings: 9:30 AM - 7:30 PM

To accept this Internship cum Job opportunity:

Kindly share your acceptance by acknowledging through the email.

You are requested to bring the following documents with you in order to complete your documentation process in the organization.

S. No.	Documents	Requirement
1	Matriculation (Class X) Marksheet	Mandatory
2	Higher Secondary (Class XII) Marksheet	Mandatory
3	Marksheets/Certificate(s) for the Degree(s) completed/ Certificate(s) for the Semester(s) completed	Mandatory
4	Technical Certifications (If Any)	Mandatory
5	Recent Passport Size Photographs	2 nos.
6	Institutional NOC	Mandatory

MOBZWAY

7	Pan Card, Aadhar Card and Voter ID	Mandatory
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All the above documents are required as Hard copies in Originals and Xerox both.

*Failure to produce the documents on the date of documentation/joining will entail suitable action by the company including withdrawal of the employment offer. Originals will be returned to you after the post verification.

We look forward to having you as a part of Mobzway family.

Sincerely

From Mobzway Technologies LLP

Aishwarya Jayan
HR Executive

Sign. Of Intern:

Name of Intern:

Date:

Mobzway Technologies LLP

G-3, Okay Plus Spaces, Malviya Nagar Industrial Area, Jaipur - 302017 Rajasthan (INDIA)

+91-141-4910606
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