



SHRI VILE PARLE KELAVANI MANDAL'S
INSTITUTE OF TECHNOLOGY, DHULE

Survey.No. 499, Plot No. 02, Behind Gurudwara, Mumbai - Agra Road,
Dist. Dhule, Maharashtra, 424001 Phone No.: (02562) 297801, 297601
Web :- svkm-iot.ac.in, E-mail:- iotdhule@svkm.ac.in

NAAC 5.1.3 | A.Y. 2022-23

Number of students placed through campus placement = 164

Sample offer letters are attached as follows -

Sr. No.	Name of the student	Branch	Name and Address of the employer	Page No.
1.	Suryawanshi Kunal Pandurang	Civil	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP	2
2.	Chavan Pradnya Rajendra	Computer	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006	3
3.	Sawant Umakant Kishor	IT	Genpact DLF City Phase V, Sector 53, Gurgaon - 122002, Haryana, India.	4
4.	Bhadane Rohit Kiran	Electrical	Genpact DLF City Phase V, Sector 53, Gurgaon - 122002, Haryana, India.	7
5.	Deore Bhavesh Kishor	Mechanical	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpri Pune-411018	10




Principal
SVKM's Institute of Technology, Dhule



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CRTD Technologies
Inventing Better Future

Date: 19th September 2022
Mr. Kunal Pandurang Suryawanshi
Mobile No: 9834447216
Email ID: kunalsuryawanshi9364@gmail.com

Ref- 2022/09/19
Employee id: CRTDBDAKU805

Offer Letter

Dear Kunal Pandurang Suryawanshi,

Congratulations on your selection in CRTD Technologies Pvt. Ltd.

We take immense pleasure to inform you that subsequent to the selection process, we are offering you the position of **Business Development Associate**. The said offer shall be governed by under mentioned terms and conditions:

1. During the **Training** period you would be getting a stipend of **INR 15,000** per month.
2. After successful completion of Training period, you will be promoted to the position of **Business Development Trainee** and your salary package would be **INR 6 Lakhs** which will bifurcated as 3.6 lakhs Fixed + 2.4 lakhs Performance Pay.
3. After completion of Trainee period, you would be entitled to the position of **Business Development Associate** with an indicative CTC (Cost To Company) of **INR 10 Lakhs** per annum which will be bifurcated as 4 lakhs Fixed + 6 lakhs Performance Pay.

Your compensation and benefits are subject to usual statutory deductions.

We are delighted to welcome you to **CRTD TECHNOLOGIES PVT. LTD.** and wish you an exciting career of learning, development and growth. We look forward to your having a long and rewarding career with us!

Best Regards,

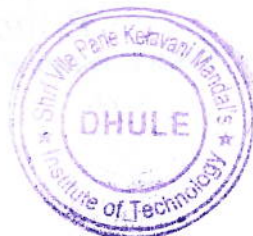
Shivika Shrivastava
Human Resources
CRTD Technologies Pvt. Ltd.



CRTD Technologies Private Limited (CIN: U72900MP2022OPC059014)

Address: B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023

Website: www.crtdd.in | Email: info@crtdd.in | Mob: +91-88151 65433





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Offer: Computer Consultancy
Ref: TCSL/DT20223241674/Pune
Date: 28/12/2022

Ms. Pradnya Rajendra Chavan
Plot No.-41, A, Sane Guruji Colony, Deopur, Dhule.Gondur Road,
Kusum Tai School,
Dhule-424005,
Maharashtra.
Tel# -

Dear Pradnya Rajendra Chavan,

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 **₹3,36,877/-** 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/DT20223241674

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com





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January 16, 2023

Umakant Kishor Sawant
Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule

Dear Umakant Kishor Sawant,

Sub: Letter of Intent

We are pleased to offer you the position of **Trainee** with **Genpact India Private Limited**. You will be required to undergo training for a period of **3 (three) months (Training Period)** prior to your date of onboarding at Genpact. You will be onboarded when a separate appointment letter is issued to you. Please note that an offer for the position of **Senior Associate** at Genpact will be made subject to your successful attendance and completion of the Training Period.

Stipend & Compensation:

During the Training Period, you will be paid a stipend of **Rs.12000/-** (Rupees Twelve Thousand Only). Upon your onboarding with Genpact, your compensation will be revised as per Annexure-II below. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Genpact policies and procedures as may be applicable. Any violation of the same can result in this offer being withdrawn without any notice.

Confidentiality:

During the Training Period, you may become aware of or have access to the Company's and/or it's customers' Confidential Information, which includes, trade secrets and confidential and proprietary business information obtained or developed by Company, information relating to its services, products, technology, know-how, intellectual property, processes, marketing, customers, pricing, commercial strategies, profitability, finances and other sensitive information. You undertake (i) to maintain strict confidentiality of such information, (ii) not to use such information for any purpose other than to render services to the Company, (iii) not to use, publish, disclose, or distribute Confidential Information to any third party. You are neither entitled to take in personal possession

DLF City, Phase V, Sector 53,
Gurgaon - 122002, Haryana, India
T +91 124 283 2000; F +91 124 488 2617

CIN: U73100DL2005PTC307363

Regd. Off.: Genpact India Private Limited
12A (Ground Floor) Prakash Deep Building 7
Tolstoy Marg New Delhi-110001

www.genpact.com





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nor to make accessible to third parties records of such information, whether original or copies (in paper form as well as in electronic or other form), wholly or partially, without the prior explicit approval of the Company.

After the termination of your employment with the Company, you shall return immediately to the Company all documents received from the Company or created by you, without retaining any copies or other duplicates. You acknowledge expressly, that the confidentiality and secrecy obligations shall be applicable during the term of your training and subsequent employment with the Company and shall survive for an unlimited period of time after the termination of your employment with the Company.

Genpact Assets:

You may be assigned IT or other assets, viz., laptop/desktop/headphones/books/training modules etc of the Company during the Training Period. You undertake that the safety and security of the assets shall be your responsibility while in your custody. You shall ensure that no third party accesses the assets. You will return all such assets to Genpact upon your discontinuation of training.

Background Verification:

Genpact shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per its policies and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time irrespective of the fact that you may have formally commenced your training/employment with the Company.

Plagiarism:

It is the misrepresentation of another's writings or other creative work (including unpublished and published documents, data, research proposals, computer code, or other forms of creative expression, including electronic versions) as one's own. If plagiarism is noticed in any of the work you have submitted, this Letter of Intent may be revoked forthwith and if you have been on-boarded by

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the time of discovery of your plagiarism, Genpact may initiate disciplinary action as per the company's
Corrective Action Policy up to and including termination of services

Please feel free to contact your Training Manager in case of any queries specific to your project.

Please provide to Genpact the documents listed in Annexure 1.

Once again we are delighted to have you on board and hope you have a rewarding and enriching
experience with Genpact. Congratulations and welcome to the team.

Thanking You

Yours Sincerely,

Ritu Bhatia
Vice president – Recruitment

Accepted and Agreed

Umakant Kishor Sawant

Annexure I
List of Documents to be furnished

1. Professional Relieving Letter from previous employer (last employment) only
2. 4 recent Passport size Photograph
 - One for Genpact ID card
 - One for opening a new bank account if you do not have one with ICICI/HDFC/Axis and
 - Another two for PAN card application if you do not have one
3. If your compensation in Annexure II is less than or equal to the applicable limit mentioned in the
ESI Act, 1948[1] you will need to enrol for ESIC (Employee State Insurance Corporation) which is a
government. Regulation. Therefore please carry 3 Post card size (4"X7") photographs of yourself

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January 12, 2023

Rohit Kiran Bhadane
Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule

Dear Rohit Kiran Bhadane,

Sub: Letter of Intent

We are pleased to offer you the position of **Trainee** with **Genpact India Private Limited**. You will be required to undergo training for a period of **3 (three) months (Training Period)** prior to your date of onboarding at Genpact. You will be onboarded when a separate appointment letter is issued to you. Please note that an offer for the position of **Senior Associate** at Genpact will be made subject to your successful attendance and completion of the Training Period.

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have submitted, this Letter of Intent may be revoked forthwith and if you have been on-boarded by the time of discovery of your plagiarism, Genpact may initiate disciplinary action as per the company's Corrective Action Policy up to and including termination of services

Please feel free to contact your Training Manager in case of any queries specific to your project.

Please provide to Genpact the documents listed in Annexure 1.

Once again we are delighted to have you on board and hope you have a rewarding and enriching experience with Genpact. Congratulations and welcome to the team.

Thanking You

Yours Sincerely,

Ritu Bhatia
Vice president – Recruitment

Accepted and Agreed

Rohit Kiran Bhadane

Annexure I

List of Documents to be furnished

1. Professional Relieving Letter from previous employer (last employment) only
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 - One for opening a new bank account if you do not have one with ICICI/HDFC/Axis and
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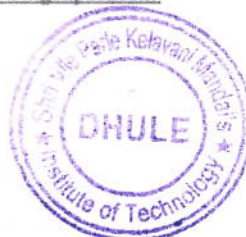
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ADV TECHNOPHILES
Fostering Innovations

CIN: U74999PN2022PTC211514

ADV TECHNOPHILES PVT. LTD.

B-302, Gera's Imperium Oasis,
Pimpri, Pune - 411018

UDYAM: MH-26-0304707

01/04/2023

To,

Mr. Bhavesh Deore

Sub: Offer Letter for the position of 'CAE Trainee'.

Dear Bhavesh,

Welcome to ADV Technophiles..!!

I am delighted to offer you 'CAE Trainee' position in ADV Technophiles Private Limited and looking forward to your long term association with the company.

Points regarding Training, Probation and Employment Confirmation:

1. **Phase I: Fundamental training** – Refer to Annexure I for details.
2. **Phase II: Advanced training** – Refer to Annexure I for details.
3. **Probation Period:** Post successful completion of Phase I and II training and if your performance assessment is satisfactory, probation period of 6 months starts.
4. **Employment Confirmation:** Post successful completion of probation period you will be confirmed in employment as 'CAE Engineer'.

Remuneration and Benefits:

1. During probation and post-employment confirmation, your CTC would be in the range of INR 2, 40,000 to INR 3, 50,000 per annum based on your performance in Phase I and II training.
2. Detailed salary structure shall be available at the beginning of probation.
3. Starting your probation period, you are entitled to receive all on-roll position benefits like Mediclaim policy and Team insurance over and above your CTC.

Please note following:

- 1) You will get an opportunity to work on live projects as a part of training schedule.
- 2) You will be reporting to Team Lead for technical and administrative purposes.
- 3) You will be based in Pune.
- 4) Company would be operating in 2 shifts (first shift and second shift) for 6 days a week (Monday to Saturday). Shift allocation will be discussed and planned mutually as per training schedule, project requirements and timelines. A degree of flexibility in shift working would be practiced to maintain and respect work-life balance.
- 5) Post completion of your probation period, you will be entitled to 7 Casual Leaves, 8 Sick Leaves (CLs and SLs are non-encashable and would lapse if not availed) and 15 Earned Leaves (8 must be availed, 7 can be carried forward for accumulation up to 25 and encashment) in a calendar year (1st January to 31st December).





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ADV TECHNOPHILES
Empowering Innovations

CIN: U74999PN2022PTC211514

ADV TECHNOPHILES PVT. LTD.

B-302, Gera's Imperium Oasis,
Pimpri, Pune - 411018

UDYAM: MH-26-0304707

- 6) All improvements, inventions, discoveries and developments, whether or not patentable, made or conceived by you, either solely or in collaboration with others, during the period of your employment with the company, shall be communicated to the company and shall become and remain the sole and exclusive property of the company.
- 7) You shall not without the prior permission of the company publish or give out in any scientific, technical forums, or general journals, or through any social platforms any information pertaining to the company's existing or future business during the period of your employment with the company or thereafter.
- 8) You will be bound by all rules, regulations and orders promulgated by the company from time to time in relation to conduct, discipline, medical, retirement and any other matters during the period of your employment with the company.
- 9) Post completion of service agreement period of 24 months, a notice period of 3 months shall be applicable in case of your services termination by either party by giving in writing to other.
- 10) As per ADV TPL policy, for a period of 6 months from termination or relieving date, you shall not contact or enter into any employment contract with any associate (client/vendor) of ADV TPL, without obtaining written consent or NOC from ADV TPL.

I am confident that you will be able to make significant professional and personal growth while contributing to the success of the company.

Warm Regards,

Abhijit Dashputre
Director, ADV TPL, Pune.

Offer Acceptance:

"I have understood the details of the offer and terms of employment as detailed in this letter and I hereby accept it.

I will join my duties at ADV TPL on 1st April, 2023 at 9am.

Bhavesh Deore

www.advtpl.com

+91 90110 00641

info@advtpl.com



B. Deore
Principal
SVKM's Institute of Technology, Dhule



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NAAC 5.1.3 | A.Y. 2021-22

Number of students placed through campus placement = 193

Sample offer letters are attached as follows -

Sr. No.	Name of the student	Branch	Name and Address of the employer	Page No.
1.	Wagh Ujwal Anil	Civil	S. A. Sawant constructions PVT Ltd. Nashik	2
2.	Ankush Gautam Patil	Computer	Persistent System Plot No 39, Phase I, Rajiv Ghandhi, Information Technology Park, Hinjawadi Pune, Maharashtra India 411057	3
3.	Sharma Pooja Vijay	IT	Atos Global 7th, 8th and 9th floor, Building no. 3, Gigaplex Estate Private Limited, Plot no. IT 5, Airoli Knowledge Park, TTC Industrial Area, Thane, 400708 Tel:022 6733 3400	4
4.	Priyanka Barku Khairnar	Electrical	Focus Edumatics #31, 4th Floor Above A2B Restaurant Outer Ring Road Bhadrapa Layout Bengaluru Karnataka 560094 Tel: +918061424243	7
5.	Ahire Ruchita Satish	Mechanical	JSW Steel Jindal Mansion 5A, DR G Deshmukh Marg, Mumbai, Maharashtra 400026	9




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S.A. Sawant Constructions Pvt. Ltd.
Engineers & Govt. Contractors

Nashik Office : Plot No. 19, Krishnashray Bungalow, Garden Homes Society, Lokmanya Nagar, Gangapur Road, Nashik - 422 002
Ph. 0253 2570159 Fax 0253 - 2570159

Satana Office : 45, Sonmitra Housing Society, Nampur Road, Satana, Dist. Nashik (MS) - 423301
Phone : (02555) 224880 Telefax : (02555) 223150 Email : sasawantcpl@gmail.com

Ref. : To,
Mr. Ujwal Anil Wagh
Plot no.55 Sadguru Colony,
Near Sharada Nagar Deopur Dhule,
Dist-Dhule,
Maharashtra
Mob:-9511866285

Date:-01/04/2023.

Appointment Letter

Dear Ujwal,

With reference to your application & subsequent interviews with us we are pleased to offer you the post of (mention position) in our organizations agreed terms and condition.

1.Comencement of Employment:

Your Employment will be effective as of 01st March 2023. (As joining site report date)

2.Job Title:

Your job title will be "Jr Site Engineer". You will be report to Sr. Highway Engineer.

3.Cost of Company:

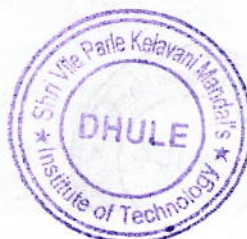
12000/- (Excluding Food & Accommodation)

4.Place of Employment:

You acknowledge and agree that you may be assigned for Ghoti -Sinner Highway however, In the Event of any assignment, transfer or deputation of your services, your salary and other benefits may be adjusted in accordance with the company's policies with respect to such an assignment, transfer or deputation.

Thanking You

Authorized Signatory





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INSTITUTE OF TECHNOLOGY, DHULE

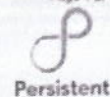
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11/10/22, 6:59 PM

E Offer

Offer Letter Body

Page 1 of 11



Reference: Persistent/Campus/1613607/3.0

Confidential

Jan 16, 2022

Ankush Patil
31, Garud Colony, Nakane Road, Deepur Dhule-424002
Dhule 424002

Dear Ankush,

Subject: Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade 3.0 with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such as Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. 471,008. Your Annual Gross Salary will be Rs. 430,008. A detailed break up of your salary is given in 'Annexure-A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated as 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

<https://persistent.telco.net/careersection/offersection/processes/processTaskList.pdf>





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Atos

Pooja Vijay Sharma
Pune
India

OFFER LETTER

Date 17-08-2022

Dear Pooja Vijay Sharma

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Pune", with effect from your date of joining. Please note that if you do not join on or before "25-August-2022", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302**(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:





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AtoS

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- a) during your working hours, or
 - b) at company's expenses, or
 - c) using any or Company's materials or facilities, or
 - d) That relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").
- 12) Please note that AtoS has a 'Non-solicitation' clause as a standard term in the contracts with all its Customers.
You will not during the applicability of the 'Non-Solicitation' clause referred above between AtoS and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of AtoS or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.
- 13) You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:
- a) Solicit, canvas or endeavour to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 - b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 - c) Solicit or entice away or procure employment for, or endeavour to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
 - d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.
- 14) You will be governed by the code of conduct, discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the 'Code of Ethics' on the time of joining.
- 15) Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.
- 16) It will be your personal responsibility to obtain the following within 3 months of joining:
- (a) Valid Driving Licence for driving a light motor vehicle in India.
 - (b) Obtain a valid Passport from R.P. Office, Government of India.
- 17) Please note that this appointment is subject to clearance of the following:
- a) Background Verification - Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.
- If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.
- We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.

Yours truly,
For AtoS Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President - HR

Signature: _____

Date: _____





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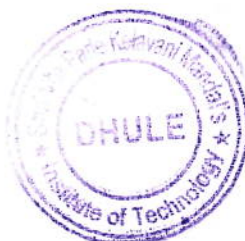
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AtoS

NAME	:	Pooja Vijay Sharma
DESIGNATION	:	Trainee
GCM Level	:	1
Grade	:	T1
Expected DOJ	:	25-August-2022
Joining Location	:	Pune
<u>Component</u>		<u>Amount (Rs.)</u>
Basic		21,005
BOA		1,297
Monthly Gross		22,302
A Annual Gross		2,67,629
Provident Fund		30,247
Gratuity		12,124
B Retirals		42,371
(A+B)		3,10,000
 CTC per annum (A+B)		 3,10,000

In addition to the above,
- You will be eligible for Group Medical, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable





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Date : 7-7-2022

Dear Priyanka Barku Khairnar,

Sub: Provisional Offer letter for 'Work-from-home' Online Tutor position

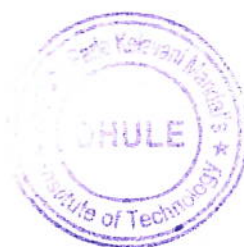
We are pleased to offer you the provisional position for a "Online Tutor" on the following Terms and conditions and your date of joining is during July 2022.

1. You are entitled to a 30 day Online Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this 'Work-from-home' (WFH) Employment with us would be subject to your successfully completing your certification at the end of your 30 days of Online 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during the Online 'Training and Certification' Program.
4. Prerequisite for the above 'Training and Certification' program & WFH Employment: Trainee should have Laptop or Desktop with UPS + Broadband Internet.
5. Internet reimbursement will be provided to you by the Company after your successful completion of Certification with us and start WFH.
6. You would be required to visit our Bangalore, Chennai or Coimbatore office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.

Work-from-Home Employment Terms & Conditions

- a) Your total annual CTC will be Rs. 2,50,000/- (Rupees Two Lakh fifty thousand Only) for full-time work. You will be receiving the salary breakup from the finance team on the date of your joining us.

FOCUS EDMATICS PVT. LTD., #31, 4th Floor | Above A2B Restaurant | Outer Ring Road |
Bhadrappa Layout | Bengaluru | Karnataka 560094 ☎ +91 80 61424243





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b) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

c) You would be required to work with our Company for a minimum period of 1 year. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.
We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

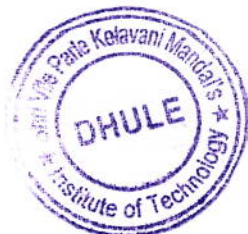
Thanking you,

Yours sincerely,
For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Provisional Offer Letter' issued to you and accept the same and confirm your joining with effect from **July 7th 2022**

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28th March, 2022

Dear Graduate Engineer Trainee,

WELCOME TO THE JSW GROUP

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee ("GET")** in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your training period shall commence from the date of your appointment i.e. 01st June 2022 and will continue for a period of one year. Your initial remuneration as a GET during training period with JSW shall be Rs. 5.5 lakhs per annum ("CTC").
- B. You shall be eligible for Rs. 1 lakh ("Retention Bonus") spread over 2 years, subject to such terms and condition as may be detailed under the Appointment Letter.
- C. This offer is valid subject to your successful Graduation, with a passing score of Min 60% in aggregate.
- D. The location where you shall be posted shall be communicated to you by May, 2022. You are requested to report at the assigned location a day prior to 01st June, 2022. Your appointment shall be final subject to the following conditions of eligibility:
 - a. You having secured at least 60% in your 10th and 12th standard examinations.
 - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall stand cancelled and revoked.
 - c. You having been declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled and revoked.
 - d. You having cleared all reference checking, background verification and having submitted copies of the following documents at the time of your joining (along with the production of the original documents for verification):
 - o All Educational Certificates - S.S.L.C, H.S.C, UG/PG, Additional qualifications (if any)
 - o Proof of your Date of Birth
 - o PAN Card or any other identity cards issued by the Government
 - o 5 Passport size photographs
 - o Submission of medical fitness as per the medical tests prescribed by JSW.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.



Part of O. P. Jindal Group

DM





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- F. A detailed 'Appointment Letter' will be issued to you after your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during the tenure of your with JSW. Further, at any time, during your tenure with JSW, you may be deputed to or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's affiliates, subsidiaries, group companies or promoter establishments, as per the requirements of JSW.
- G. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- H. This offer and the terms of this LoI apply to the person above-named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- I. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- J. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- K. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- L. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email (gulistan.ragina@jsw.in / jsw-calyxpod@calyxpod.com) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

Dilip Pattanayak

President & CHRO - Steel & Corporate

For JSW Steel / Cement / Paints / ONE Platform



Part of O. P. Jindal Group



Principal
SVKM's Institute of Technology, Dhule



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NAAC 5.1.3 | A.Y. 2020-21

Number of students placed through campus placement = 138

Sample offer letters are attached as follows -

Sr. No.	Name of the student	Branch	Name and Address of the employer	Page No.
1.	Sonawane Rushikesh Shamkant	Civil	Capgemini Ground to 14th Floor of Development Block 1, Plot No 14, Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057	2
2.	More Pradnya Hitendra	Computer	Cognizant Plot No 26, Rajiv Gandhi Infotech Park, Hinjewadi, Pune-411057 (Near MIDC Hinjewadi)	3
3.	Khairnar Vivek Arvind	IT	Accenture Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	4
4.	Patil Nilima Yashwant	Electrical	Tata Consultancy Services Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006	6
5.	Bhandari Bhagyesh Kiran	Mechanical	Fukoku India Pvt. Ltd Plot No. G-4/1, Phase- III, MIDC, Chakan, Maharashtra 410501	7




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Web :- svkm-iot.ac.in, E-mail:- iotdhule@svkm.ac.in

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5081432 /987609,

10/11/2021,

Rushikesh Shamkant Sonawane
plot no 77, Vivekanand Nagar Deepur Dhule,
Dhule,
India

Confidential

Dear Rushikesh Shamkant Sonawane,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 10/12/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

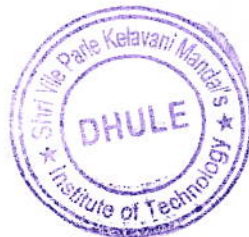
B) You will be required to work at the Company's offices in location Pune

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Offer: Computer Consultancy
Ref: TCSL/DT20184420031/Hyderabad
Date: 17/08/2021

Ms. Pradnya Hitendra More
Flat No.:301, Animish App., Rajguru Nagar, Walwadi Shivar, Deopur, Dhule.,
Siddeshwar Temple,
Dhule-424002,
Mharashtra.
Tel# 91-7972520274

Dear Pradnya Hitendra More,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, 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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20184420031

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 Email: careers@tcs.com





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Web :- svkm-iot.ac.in, E-mail:- iotdhule@svkm.ac.in



To,

Name : Vivek Arvind Khairnar

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

Dear Vivek Arvind Khairnar,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental





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assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

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

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

"This is an electronically generated document does not require signatures"





SHRI VILE PARLE KELAVANI MANDAL'S
INSTITUTE OF TECHNOLOGY, DHULE

Survey.No. 499, Plot No. 02, Behind Gurudwara, Mumbai - Agra Road,
Dist. Dhule, Maharashtra, 424001 Phone No.: (02562) 297801, 297601
Web :- svkm-iot.ac.in, E-mail:- iotdhule@svkm.ac.in



Offer: Computer Consultancy
Ref: TCSL/DT20195819268/Chennai
Date: 15/11/2021

Ms. Nilima Yashwant Patil
2576 Babulwadi Road Fagne,
Near To Bafna Petrol Pump,
Dhule-424301,
Maharashtra.
Tel# -

Dear Nilima Yashwant Patil,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, 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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20195819268

@suryawanshi nilima

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Karamana Nagar, Sholingur, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2000 Fax: 91 44 6616 2001 Email: www.tcs.com

Registered Office: Noida, India, 201301, 9th Floor, Noida, India, Mumbai 400 621

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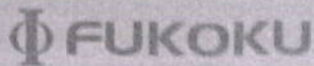
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FUKOKU INDIA PRIVATE LIMITED

Regd. Office & Works / Plot No. 24/1, MIDC Chakar, Phase II,
Village - Purna, Tal. Khatol, Dist. - Y. S. 501
W. 07135 878018
CIN - U28199MP42018PT0137588

Appointment Letter

15th June 2021

Fkt No. 29201

Mr. Bhagyesh Krun Bhambani

D C, collage road, 100/B, Prabhat Nagar, Dnyupur, Dhule, Maharashtra-424002

Dear Mr. Bhagyesh,

We are pleased to offer you "on job training" in our organization as a "Trainee" for a period of one year, w.e.f 15th June 2021 on the following terms and conditions. Your training period comes to an end on 14th June 2022, unless extended with specific written communication to you.

- 1) During the period of training, you will be paid a Basic Stipend of Rs. 5000/- (Five Thousand Rupees Only) Gross Per month. Besides this stipend, Book allowance of Rs. 2500/-, Education Allowance of Rs. 2500/-, Conveyance Allowance of Rs. 2883/- will be paid to you per month. Total CTC of Rs. 15025/- per month.
- 2) Your training place is transferable at short notice to any Department or to any Liaison Office, works etc. belonging to the company. In the event of your transfer, the terms and conditions of training outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
- 3) During training you will have to work with your own hands and learn the systems and procedures of various sections / department, use of various equipment etc. as a part of your training.
- 4) You shall be entitled to only casual leave as per leave rules of the Company. Should you remain absent, the company reserves the right to deduct stipend for such absence.
- 5) You will also be entitled to -
 - a) Contributory Provident Fund as prescribed by Provident Fund Act.
 - b) Payment of Bonus as per Bonus Act.
 - c) Canteen service will be provided at the cost of Rs. 200/- per month deduction from the Stipend.
 - d) Transportation service at the cost of Rs. 50/- per month deduction from the stipend.
 - e) You will be also provided a company uniform and shoes costing around Rs. 1270/-.
 - f) Provident Fund deduction of 12% of Basic stipend will be deducted from your Stipend.
 - g) You will also be covered under the Employee State Insurance Act 1948.





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- The candidate, upon joining the Institute, shall be bound by the following conditions which shall be subject to the Institute's terms and conditions of service.
- During the continuance of your training, you will keep in secret and will not divulge to any person, firm or company whatsoever, other than officers of the Company or their authorized representatives, all such confidential information of any description required by you while in the training concerning the business, practices or manufacture.
 - You will not, during the continuance of your training, undertake or carry on either alone or in partnership or be directly or indirectly employed in or concerned with as Principal, Agent, Clerk, Assistant, Servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your studies/training with us.
 - The Company may terminate your training by giving you one days notice or stipend in lieu of notice. Provided, however, that no notice or stipend in lieu of notice will be required to be given in case your training are terminated for any misconduct. In case you desire to leave the training before expiry of one year period, it will be necessary for you to give one days notice or stipend in lieu thereof to the Company. In such event Rs. 1000/- will be deducted from your full and final settlement towards the cost incurred for your uniform & shoes besides any other legal dues which may have to recover from you. You will not be deemed to have been relieved of your training unless you have been given a written communication to that effect, from a duly authorized official of the Company, who shall not be lower in rank than the appointing authority.
 - Upon the termination of your training, you will return to the company all documents and any other articles and / or topics thereof belonging to the company which may be at that time in your possession.
 - Within six months from your date of joining if you leave the company or your service has been terminated by any other reason, the amount towards uniform & shoes shall be recovered from your full and final settlement.
 - You will as a part of your training carry out the tasks assignment / duties assigned to you and comply with and fulfill the orders, direction and instruction of your superiors. It is clearly understood that you will be governed by the rules of the discipline of the company, which are in force at present and that may be made applicable from time to time in future.
 - You shall be governed by standing orders / service rules and work according to directions / instruction given to you from by the management.
 - You will immediately inform Human Resources Department of any change in your residential Address.
 - All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.
 - During the course of employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know - how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS".



D. D. D.
Principal

SVKM's Institute of Technology, Dhule